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PROCEEDINGS
OF THE
Fourteenth Convention

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS, STABLEMEN
AND HELPERS OF AMERICA



HELD AT WASHINGTON, D. C.
SEPTEMBER 9 TO 14, 1940

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REPORTS OF OFFICERS

OF THE

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS, STABLEMEN
AND HELPERS OF AMERICA

14th CONVENTION



HELD AT WASHINGTON, D. C.
SEPTEMBER 9 TO 14, 1940



THE FIRST 100 YEARS
OF THE AMERICAN
SOCIETY OF CIVIL ENGINEERS

100th CONVENTION

AMERICAN SOCIETY OF CIVIL ENGINEERS
100th CONVENTION
HOLDING ANNUAL MEETING

AT THE
HOTEL MAYFLOW

REPORT OF OFFICERS

Report of
General President
Daniel J. Tobin

To the Officers and Delegates Attending the Fourteenth Convention of this International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Washington, D. C., September 9, 1940.

GREETINGS:

It has been my custom in all the years of my service to render a report to the Convention containing references to some of the very important matters that have transpired since our last Convention, and also to make recommendations and give my opinion as to what the future holds for our International Union, and what, in my judgment, this Convention should adopt insofar as the changing of its laws is concerned, in order to perpetuate and continue the International Union. I, therefore, submit this report for your information and consideration.

Since our last Convention, which was held five years ago in the City of Portland, Oreg., remarkable changes have taken place within the labor movement, and especially is this true of our own International Union. During the past five years there have been more remarkable and unthought of changes take place within our membership than in the thirty-five years previous.

This International Union was chartered by the American Federation of Labor about forty-one years ago, under the title of the Team Drivers' International Union. The name of the organization was changed late in 1903 as a result of an amalgamation between the Team Drivers' International Union and the National Teamsters of Chicago. The name of the organization was changed again in 1910 embodying the word "chauffeurs," as a result of the transformation in industry, the motor vehicle coming into existence. It was then called the Teamsters and Chauffeurs International Union. Sometime between the years 1906 and 1909 the word "stablemen" was added to our title. The International Brotherhood at the present time is known throughout the nation and the world under the name of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America. At our last Convention I made a recommendation—which was not adopted by the Convention—that the word "stablemen" be stricken from the title, as it is entirely unnecessary and we have many more important branches of our trade and calling that could be added to the title helpfully and progressively. The garage worker, over whom we have jurisdiction, has taken the place of the stableman, doing all the washing, oiling, greasing, and whatever other work there is in the garages with the exception of strictly mechanical work.

Within the last five years, as all of you have had reason to know, a serious split has taken place in the American Labor Movement, which for a time

appeared as though it would substantially tend towards weakening the organized labor structure of our country. The split arose over a difference of opinion within the bodies of organized workers affiliated with the American Federation of Labor, as to whether purely industrial organization should obtain, or whether the form of organization based on craft unionism should continue. This division or split is still obtaining, and while it is not quite as intense as some two or three years ago, there are certain parts of our country where the fight is bitter and where the officers of the union called the Congress of Industrial Organization, commonly called the C. I. O., have in many instances set aside all principles of fair dealing and have willfully encroached on the organizations chartered and affiliated with the American Federation of Labor. This condition of bitterness prevails very intensely on the western coast, from San Francisco to Seattle. The representative of the C. I. O. in that district, Mr. Bridges, who is a longshoreman by trade, has stepped away from the waterfront and has continually endeavored, with some success, to organize workers away from the waterfront, and in many instances entirely inland. I emphasize this condition for the purpose of explaining to you why I requested from the American Federation of Labor, in the name of the International Union, jurisdiction over warehouse workers. In several districts organizers under the control and direction of Mr. Bridges successfully organized warehouse workers, although under no stretch of the imagination could those warehouse workers away from the waterfront have any bearing or connec-

or permit to function within his employment, any such thing as a company union. And an employer under this law is compelled to recognize as the bargaining agency any organization which fifty-one percent of the employees indicate as their bargaining agency. Those of you who can remember the days when in some instances in order to hold our employment we had to hide our membership in a union, can understand what this legislation means. Those of you also who experienced or had to do with company unions, where the employers dictated who the officers would be and where they fixed and regulated the wage scale and had same accepted by their hirelings, can understand the benefits resulting from the National Labor Act, which abolishes company unions. This is only one piece of legislation that has been exceptionally beneficial and helpful to the workers of the nation; but especially has it been beneficial and helpful and encouraging to our members, who, because of the nature of our employment, suffered so long under the lash of labor-hating employers. Unfortunately because of the division within the ranks of labor we have not been able to claim all the benefits or the full measure of our success from this legislation, and I am afraid that with the division continuing, with the bitterness in the two factions of labor still obtaining, the National Labor Act runs the danger of being destroyed by amendments or repeal. Senators and Congressmen who were helpful in putting through this legislation are now sitting back wondering what they are going to do when the amendments to this Act come up before their legislative bodies. If they vote for the amend-

ments they displease the C. I. O., and if they vote against the amendments they displease the A. F. of L. The friends of Labor in the Congress of the United States are deeply distressed because of this division within Labor, and so are the men of Labor, nearly all of them, deeply distressed because they see the work to which they have given their lives, destroyed, or about to be destroyed, as a result of bitterness and misunderstandings existing within the family of labor, which misunderstandings should and could have been straightened out within the halls of labor if that intensity of purpose and desire which animates labor men in dealing with employers, prevailed in dealing with this subject of division amongst themselves. The cruel part of it is that the rank and file of the trade unionists throughout the country are suffering, and suffering very much, as a result of this division in labor, which seems at this writing to be somewhat hopeless of settlement, although I trust I am mistaken. The millions of workers throughout the nation will undoubtedly suffer if this keeps up much longer and the National Labor Relations Act may be amended somewhat, but you can rest assured the employers with all their machinery are waiting at the doors of Congress with their amendments which would strangle this Act, that they hate more than any law that was ever enacted by the representatives of the people in the governmental halls of the nation.

In addition to the above, I might state that the Supreme Court of the United States has been almost entirely rejuvenated or reconstructed. A ma-

claimed by the government that there is somewhat of a shortage of trained mechanics in many fields of industry. It is unfortunate, however, that the reduction in unemployment should obtain as a result of building additional armaments, which are absolutely necessary for the protection of our country. Some years ago it was our hope and ambition that the millions we were spending for armaments might be reduced, thereby devoting those millions to other fields and purposes of a constructive nature. The world, however, has completely changed within the last year or two and our country must keep pace with the condition of the times, and we must build and build and continue to increase our defenses in man power and in armaments, so that we may have some measure of protection against those whose madness or jealousy or desire for conquest might endanger the safety of our country.

Continuing, however, with the unemployment question, I might add that even though we had a large number of drivers, chauffeurs and helpers out of work, in proportion to our membership, we had less unemployment than any other trade or calling that I know of. For instance, in the building trades for two or three years those several trades in that work were almost entirely out of employment with the exception of two or three months during the summer. In many instances the building trades workmen reduced their wage contracts substantially in order to encourage building and in order to offset bargain labor prices offered by the C. I. O. The printing trades in-

dustry has also been very much depressed as a result of industrial stagnation and because enormous sums for advertising, which in the past were applied to newspapers and magazines, now are being paid for radio advertising. Metal tradesmen and other such classes were also seriously affected by unemployment. I might also state that in many of those organizations their membership has remained the same for the past several years, and in some instances their membership has been reduced. Might I call to your attention right here that, according to the latest statistics from government bureaus, there are almost one million more people employed in our country now than in the boom year of 1929. We have not, however, been able to find employment for those who have come of age in the last eleven years, although our production has been greater in the last twelve months than it was in 1929. Machinery undoubtedly has speeded up production and has eliminated, wherever possible, the use of human hands. You might go into some industries at the present time and you will find a whole floor of machinery operated by the pressing of an electric button. What the future will bring towards the relief of unemployment caused from our population increasing and coming of age and the increased use of machinery, is difficult at this time to answer. One thing is certain; that no country can continue in peace with itself if there are large numbers of people out of employment; and no industry can stand taxation successfully in order to keep on relief an army of several millions of unemployed. Those who follow us in the immediate future will

have to handle carefully and intelligently this serious situation. I repeat, we in our organization, by the reduction of hours over a period of years from twelve to eight per day, and by careful, conscientious work and care for ourselves and our equipment in our employment, have been able to keep down unemployment and to substantially increase and encourage work for our membership. More than two-thirds of our unemployed of two years ago are now working.

Monthly Journal

I have been the Editor of your monthly JOURNAL since I assumed the office I now hold of General President. I have endeavored to give it my personal attention. It is mailed free to the homes and families of each of our members in good standing every month. Our Secretaries and other officers have been willfully negligent in keeping the lists of their members up to date. I have endeavored through my writings to keep before our members the prominent questions confronting the nation and the world. I have never hired special writers and I have been exceptionally careful in preventing any lawsuit emanating from any of the editorials appearing in our magazine, for which your International Union would be responsible and liable. It is difficult and needs extreme care to write matter which will be of sufficient interest to have our membership insist on receiving the JOURNAL each month, and to deal with subjects of a far-reaching nature in government and trade, and keep within the law. However, this has been ac-

complished. When I first came into office the circulation of our JOURNAL was 15,000 copies per month. Our paid-up membership was between 28,000 and 30,000. The JOURNAL was mailed in bulk to the offices of the unions. In many instances it laid in the office and was never distributed. All that was changed in my time, and the JOURNAL is now mailed to the homes of the members, as you understand, and our circulation at the present time is almost 300,000 copies per month. In addition to this, it reaches the libraries and educational and governmental institutions of the nation. It is the only means we have of directly contacting our membership and it is, in my opinion, a great asset to the International Union when it is properly conducted and carefully edited. In addition to this, our master employers and educational institutions are continually refreshing their minds with the workings of our organization as a result of the reading of your monthly magazine.

With the other work increasing in the different departments of our International Union, it is becoming more difficult for me to continue my personal writings and management of the JOURNAL. I know of no other International President in the Labor Movement who is the editor of the official publication of his organization. It would be useless and a waste of money, however, to send out the magazine monthly with nothing in it but clippings that are antiquated before it reaches the homes of our members. It would be a cruel waste of time and a destruction of our educational op-

portunities not to make our monthly publication educational, helpful and instructive. It is to be seriously regretted that the Labor Movement of our country stands far behind other great institutions in the education of its members. Might I refer you to the innumerable religious and political publications, and to the enormous amount of literature sent out by manufacturing, business and banking institutions of our country. The Labor Movement lags behind in this, and its excuse in some instances is that labor does not have the funds to educate the millions of workers.

The cost of our JOURNAL is about five cents per copy. This includes labor in our headquarters, machinery and supplies necessary, the cost of paper, and the printing and mailing. When you take this five cents per copy per month out of the small revenue we have, you can fully understand that we have to economize even until it hurts in many instances. I would, however, recommend that the organization continue this publication, as a means of education and as a further means of keeping personal contact with the individual member and his family; but that the Editor, whoever he is in the future, be given power to extend and expand our monthly JOURNAL, even though it increases the expense, because of the absolute necessity of continuing its usefulness to our members and their families. One thing is certain: because of the increased work on the head of this International Union, whomsoever he might be, unless some of his work is delegated to some other person, such as editing the JOURNAL, it is humanly impossible

for him to give the necessary attention required to the many other serious matters continuously confronting our organization such as law cases, Federal legislation, jurisdiction strikes, adverse attacks by writers, publicity, such as public addresses, and many other innumerable but all important duties devolving on him, necessary to protect, preserve, and continue this large International Union, on its onward road to continued progress and advancement. Delegates should bear in mind that only by continued care and vigilance can we advance or even hold what we have. One serious blunder or mistake or bad judgment on the part of your General President, or failure to act with wisdom, courage or determination may set you back or possibly destroy the progress you have made.

Brewery Workers' Jurisdiction Case

Next in importance to the serious split in the ranks of labor caused by the withdrawal from the American Federation of Labor of several International Unions because of the disagreement within the Federation, there has been no more astounding case than that of the Brewery Workers towards the American Federation of Labor, in which the jurisdiction of our International Union was involved. It has never before been known in the history of labor in this or any other country that an Affiliated National Union, chartered and practically created by the American Federation of Labor, would take the parent body into the courts and endeavor to have the courts set aside the decision of the majority rendered in three distinct and

separate conventions of the American Federation of Labor. Not only did the Affiliated Brewery Workers' Union cause an enormous expense to the American Federation of Labor, but if they are to eventually win out in the courts, the very foundation of the American Federation of Labor would be destroyed. Because if the Brewery Workers defeat the parent body, the right to make decisions on all important matters pertaining to labor by the Federation would be destroyed or set aside by the courts.

Since our last convention we have disputed every inch of ground with the Brewery Workers in the courts and elsewhere in order to maintain our jurisdiction as awarded us by the conventions of the American Federation of Labor which has been so often and so plainly stated as follows: "All truck drivers and helpers come under the jurisdiction of the International Brotherhood of Teamsters."

The present status of the case is as follows: In the District of Columbia, when the case was first taken into the Federal Court by the Brewery Workers, a federal judge hearing the case decided in favor of the American Federation of Labor and stated that the Federation was perfectly within its rights in making jurisdiction decisions. The Brewery Workers, not satisfied with this decision and, instead of appealing from the decision to the Court of Appeals, asked for a rehearing and a new trial, on the grounds that they had new evidence. They were granted a new trial and a rehearing.

The judge hearing the case this time set aside the previous decision and sustained the Brewery Workers, and decided against the American Federation of Labor. We then appealed to the Federal Court of Appeals in the District of Columbia, and presented our case. The hearing went on for several days. The court has taken an enormous amount of evidence, submitted orally and in briefs, under consideration, and is reviewing said evidence at this time. We expect a decision within a short time. We are hopeful that the decision will be favorable.

In the meantime, the General Executive Board of your International Union in its meeting in Miami, Florida, in February of this year instructed the General President to notify the American Federation of Labor that if the Brewery Workers were to be continued in affiliation with the American Federation of Labor, the International Brotherhood of Teamsters could not very well sit in convention or associate with them because of the fact that by their actions they had endeavored to destroy the Federation and your Union by asking the courts of the land to set aside the will of the majority of the convention of the American Federation of Labor.

We have, however, continued to pay our per capita tax amounting to \$8,000 per month to the Federation.

We have every reason to believe that the Federation will pay strict attention to our position in regard to our remaining in the same affiliated body

with an organization that has used every means within its power to destroy both the Federation and this International Union.

Registration of Emblem and Label

For many years this International Union, having so many other matters to take care of, has failed to register with the Federal Government our International emblem. There are, however, a few states in which the emblem is registered, but only in a very few. Wherever the emblem is not registered, any other individual or organization could duplicate same and be free from legal action. Also, certain products, especially the brewery products that we were hauling, were placed on the "Unfair List" by the Brewery Workers and our membership and other employers were seriously inconvenienced. We also have jurisdiction over the manufacturing of dairy products, such as cheese, ice cream, butter and such food products. It was necessary for us to protect ourselves, now and in the future, to create a label based distinctly on our emblem. We did this and then, in accordance with the laws of the Federation, we applied for approval of said label to the American Federation of Labor. Our label, almost entirely a duplicate of our emblem, was approved by the American Federation of Labor and then by the Label Trades Department of the American Federation of Labor. We then engaged patent attorneys in Washington and proceeded to have our emblem and our label approved by the Patent Office of the Federal Government and registered in each state in the Union.

The Patent Office of the Federal Government has approved our emblem. Our label, however, has been objected to by the Brewery Workers, although it in no way resembles the Brewery Workers' label. It seems the Brewery Workers just take special delight or pleasure in causing us annoyance and expense, and in doing so they most lavishly spend their money with lawyers. The expense and inconvenience involved as a result of the action of the United Brewery Workers and their lawyers have delayed final action by the Patent Office in Washington. However, we are proceeding surely, carefully, and I believe successfully, in having all the requirements complied with and our emblem registered in every state of the Union and our label approved by the United States Patent Office.

The cost of this procedure will run up to ten or twelve thousand dollars, which is another example of increased expense for which our convention made no provision. We are thoroughly convinced, however, that it is money well expended and that this procedure is absolutely necessary to protect our emblem and our label from infringement and duplication by other Unions or independent organizations as time goes on.

The approval by the Government of an emblem endures for a term of eighteen years.

Our Progress Since Last Convention

In the last convention of the International Brotherhood, held in Portland, Oregon, our total membership was 135,000. Our membership for the

first six months of the year 1940 will average close to 450,000. This is our membership in good standing. Undoubtedly there are at least 50,000 men who are two, three and four months in arrears who are members of our organization; so that it is safe to say that there are today in our country 500,000 members in the International Brotherhood of Teamsters, although all of them are not paid up or in good standing, as stated above. But since our last convention we show here at least a gain of 300,000 members over that period; or, to be extremely conservative, let us say we had 135,000 members reported at our last convention, and I can guarantee to you, very conservatively, that we have now more than 450,000 members; which would make a total increase in our membership of 315,000 since our last convention.

Our financial balance as reported in our last convention was \$2,242,418. Our financial balance in this convention, at this time, is not less than \$6,000,000; making a total gain of somewhere around \$3,750,000. No other organization in the history of the American labor movement, in this or any other country, with what it had at its disposal, can show any such report as this or produce any such phenomenal, astounding betterment in its finances or in its general membership. I want to remind you that many organizations in the labor movement went backward in the last five years, while we, this organization of yours, went onward and onward, increasing our membership threefold, and our defense fund is almost three times what it was in 1935, and we paid every

legitimate claim and met every responsibility during that period.

Let me remind you here of the old statement in the Bible of the master and the servant. In this instance you are the master and we are the servants. It was stated, "Because you have been faithful over a few things, I will make you ruler over many." Because we have protected the few pennies you have given us, I desire now to ask you to give us more. While this amount of six million dollars looks enormous, it is nearly all in the defense or strike and lockout fund of the International Union, and in proportion to the increase in our membership your defense per capita isn't even as much with six million dollars as it was when you had 135,000 members five years ago, with \$2,242,000 in your defense treasury. This International Union should have a defense fund of from twenty-five to thirty million dollars, and with such a defense fund you would be able to meet any attempt made to destroy you by a group of employers. Do you know that the fact that we have had four or five million dollars in our defense fund during the past three or four years that has been a great help to us? Employers do not desire to enter into combat with an organization with such finances. I trust, therefore, you will see the advisability and the absolute necessity, for your own sake, of building up a stronger and larger defense fund against strikes and lockouts or any attempt to destroy this International Union by the enemies of labor.

The delegates to this convention, who are sent here to make laws to protect the membership at home, should understand that every dollar put into the defense fund is similar to a government building a modern armament in defense of the nation. We must defend, by financial armament, our membership and our unions.

In addition to the above, let me say to you also in this report, that you must increase the moneys of the International Union in your general fund. The general fund takes care of all salaries of general officers and organizers, all office help and office headquarters, all printing and publishing and mailing of the monthly journal; all the per capita tax to the American Federation of Labor, the National Building Trades Department, the Label Trades Department, and any assessments levied by them; all legal expenses of the International Union, which in recent years have been considerable; and all requests for worthy contributions and help which are not covered by the Constitution and which are made to the International Union from time to time. You have not increased the revenue of this International Union since the Cleveland Convention in 1920. The expenses of our government and of every business organization have been quadrupled in these last twenty years. The same is true of the expenses of this International Union. During the past five years we have been compelled by the laws of the American Federation of Labor to pay double tax. In the last twenty years the expenses of this International Union have doubled, but our revenue on each member has remained ex-

actly the same. Don't let yourself be led into the belief that because we have increased our membership we have increased our income to our advantage. This is not true in fact. While the volume of contributions have increased, with each one thousand new members we admit to the general organization, there is that much more responsibility and that much more protection to guarantee. As a matter of fact, for the first year in membership nearly all local unions are a liability, a serious liability. Therefore, we do not guarantee strike benefits until they are six months in affiliation. But in addition to strike benefits they require other help and assistance, such as organizers, correspondence, personal contacts and several other forms of help, including legal guidance. At the end of the six months period or before, because of the poor conditions under which they are working they immediately desire to raise the standard of their wages and reduce their long hours. This is only natural, and because they are dealing with employers who have been unjust and uneducated in the matter of trade unionism, they are usually compelled to strike. We have had further instances during the past five years where we were not permitted under our Constitution and laws to pay strike benefits, but the General Executive Board believing that, in the interest and for the future safety of the International Union it should render financial help, it did render considerable help financially in order to save the unions from destruction in the brave battles they were making for the preservation of their right to organize. I am sure that if any of you had been sitting in the

International headquarters you would have voted to help in such instances, even though you could not do so under the strict letter of the Constitution.

Out of every thirty cents that each member pays the International Union in per capita tax, fifteen cents goes into the defense fund, which is necessary and in accordance with your laws. The other fifteen cents is divided as follows: Two cents goes to the American Federation of Labor; about one-half or three-fourths of a cent is divided between the Building Trades and the Label Trades Departments, which brings down the amount to twelve cents. Five cents, at least, is used for the printing, publishing and mailing of the JOURNAL; which leaves us about seven cents. Out of that seven cents we have to pay all the things enumerated above, including the salaries of officers. During the past five years, in addition to the other departments named herein—and referring again to our increased expenses—we have been compelled to hire, on a guaranteed salary, a lawyer to take care of the affairs of the International Union, to advise us, and to enter into court for us in behalf of the International Union. We have been exceptionally lucky in securing the services of a first-class labor lawyer, and the remuneration we pay is reasonable, but as time goes on and as the work of this lawyer and his large staff will increase substantially, we undoubtedly will be called upon to increase the guaranteed yearly retainer. Because of the innumerable labor laws passed by the Congress of the United States within the last five years, and because it is utterly impossible for the International officers to be running around Wash-

ington from one department to another endeavoring to serve our membership and the International Union, we have been compelled to enlarge our branch office of the International Union, for legislative purposes, in the City of Washington. This is also run as economically as possible but the expenses and the help in this office must be increased as time goes on, because you, our members, must fully understand that with the increase in the membership of the International Union the work in each one of its departments, its callings, its claims, and its many entanglements, have also multiplied and increased. When we had 50,000 members we had one-tenth of the work that we have with 500,000. Consequently, if the membership of the organization has increased, as explained herein, you, who are common sense men, must understand that the work of the officers and the International Union also has increased, and that the revenue to maintain this increased work in all its phases must be increased.

Mortuary Benefit

I again come before you and advocate that you establish a mortuary benefit before you leave this convention, and then that you set up a committee with full authority to establish rules and conditions governing this mortuary benefit. If I pursued the course of least resistance and sat back and did nothing but draw my salary, I would refrain from making this plea to every convention since I took office. But because I have gone through the fires of dissension and secession, and because with world conditions as they are at the present

time, dissension and secession may and will surely confront you again, I ask you to establish a mortuary benefit in your International Union for the purpose of helping the member and his family, and solidifying this International Union. It is true that some local unions have benefits, but it is also true that the majority of our local unions have no benefits, and it is also true—and this statement is based on facts—that during the industrial stagnation or panic the savings of local unions were lost or destroyed and the mortuary benefit had to be eliminated. If you can only look at this thing from the standpoint of doing something for the individual member I am sure you will carry out this request. If, for instance, you can give the family of the individual member three or four hundred dollars at the time of death on the payment of \$1.25 or \$1.50 a year in insurance—is there anything greater or better or more wholesome or Godlike that can be done for your members and their families? We can carry insurance of three, four or five hundred dollars for much less than that same insurance could be carried by an insurance company because we are not in the business to make profits and the cost of operation would be only a small percentage of what it costs an insurance company to operate. Suppose your local union has a death benefit of three or four hundred dollars. What a wonderful service you would be doing the individual member if there were three or four hundred dollars more coming to the family of the deceased member. It is not that the International Union is desiring to make any profit in this proceeding. It is a matter in

which the International Union is endeavoring, through your President, to help the locals and the individual members and strengthen this International. Directly and indirectly, by having a death benefit in the International Union, every individual member and the immediate members of his family become deeply interested in the preservation and continuation of the International Union. It will also help to keep members diligent in the payment of their dues. Suppose you could encourage every one of your members today in your unions to take out an insurance of three or four hundred dollars, what a great help in the hour of darkness when death comes to a family, it would be to have accomplished this. This is the way you must look at the establishment of a mortuary benefit. Don't look at it as though you were doing something for the International Union, financially, although I am sure that every one of you here represented must be proud of your International Union and determined that you will do everything to perpetuate and continue its solidarity.

Organizing

Since our last convention I have placed on the permanent payroll of the International Union many organizers; in fact, we have nearly doubled our force. We have to try out our men, test them, prove them, before it is agreed they shall be continuously employed. It is very difficult to get the right kind of man to serve the International Union. A man may be a good man in his home town as a local representative, and may be entirely inadequate and unfit to be an International representa-

tive. I think you will agree with me, because it is the consensus of opinion amongst all labor men and amongst our business people, that we have as good a class of organizers as a whole as can be found in any organization. I must have the means to increase this force in proportion to the increase in our membership, because while we have reported here an increase of over 300,000 members in the last five years, we are yet far from being organized. There are at least 300,000 more wage earning truck drivers throughout the nation that can be and will be organized if you will give me and my assistants the necessary funds to carry on this work. Don't misunderstand this statement, that the General President can afford to promise you or any local any position or consideration in the line of appointment of organizers. You must depend upon the judgment of your General President, whoever he might be, in the future as you have in the past, to select the right kind of men to serve the International Union, and the entire responsibility for the appointment and continued actions of the organizers must be placed solely on the shoulders of the General President. I have never sought power and never desired power, because power brings responsibility. Sometimes I wish I physically and mentally was constituted so that I could pursue the course of "take it easy," as is the slang of the street; but you cannot do this and give to the organization the service it demands and needs. It is not all accidental that your organization has grown as it has. It has not only grown financially and numerically, but it has accumulated and obtained a more substantial asset, the

asset of good will, respect and confidence of public officials, of business interests with whom we come in contact, and it has acquired the admiration of the entire labor movement of our country. Even those who have left the American Federation of Labor, who are not affiliated with us, respect and admire the International Brotherhood of Teamsters. They know that we have played the game squarely and honorably.

**Defending International. Adverse Writers;
Expelling Wrongdoers**

Ten years ago you increased the salaries of your officers. You have been generous, sufficiently generous to command the respect and admiration of all other organizations of labor. I sincerely hope you believe that measuring service dollar for dollar I have endeavored to give you back all that I could in return for your kindness and consideration. Your name and your honor has been defended by me throughout the nation, in the legislative halls of our country and in the executive governmental chambers and judicial halls of the nation. While glaring, antagonistic writers have endeavored to smear the name of our International Union, it has been somewhat difficult at times to make the millions of honest men and women of our country understand that the honor and dignity and faithfulness and respect of the thousands of members that constitute our membership, are beyond reproach. Newspaper writers and columnists are read extensively, and their stories printed when it is difficult, impossible, even though you are innocent, to get an answer published by the papers

carrying cruel and bitter misrepresentation of the organizations of labor. It is indeed pitiful and heart-breaking and seriously depressing to find that amongst our enormous membership, composed of clean men, fathers of families, Americans of the purest type—to find amongst this membership some creatures so bereft of decency and honor as to bring disgrace upon the International Union. One or two so-called cheap racketeers in New York, Chicago, Cleveland, Detroit, or some other large city, are advertised throughout the nation, so that the impression is thrown out that the International Union is composed mainly of this kind of degenerate. There will be amendments drafted to our Constitution and submitted to this convention, dealing with such miserable, dishonest, unprincipled scoundrels who have used our organization for criminal purposes, who have gotten in under cover and brought the blush of shame to our honest membership; and I trust this convention will adopt those amendments. Of course, with an organization of a half million members, there are bound to be two or three or a half dozen scoundrels whose ancestry and environment breeds crime and degeneracy. When the employers hire those men we admit them into the union, and when they become officers and disgrace the International Union there is no one regrets it more than the rank and file of our honest members and no one is humiliated more than your General President. Therefore, provisions should be made to give no quarter to such criminals when they are found to be criminals, and no quarter to any local union that refuses to expel them from

membership when they are found guilty of committing disgraceful acts which bring dishonor to the International Union.

Unionism—Freedom and Democracy in Danger

This is a troubled, serious time in the history of our country and in the history of the world. On May 13, 1940, I delivered an address over the radio from the City of Washington and I said in that address, which was published in our official Journal, that at the ending of this war, no matter who the victor is, the countries engaged in the war will be so impoverished as a result of the destruction obtaining that men and women in all those countries will be forced into a condition almost bordering on slavery. As it appears to me now, that condition will obtain and will have a serious effect on our beloved United States. Call him what you will—a monster or conqueror has trampled on the free and democratic governments of Europe, and wherever he has conquered, he has crushed the people of those countries into a condition even worse than slavery. There is no safety even for the individual or the country that complies with the unmentionable conditions laid down of employment and servitude. On the least suspicion men and women are destroyed without trial or consideration. Over three hundred national labor officials and perhaps four thousand local officials have been secretly destroyed in Germany since the coming to power of the present leadership. It is safe to say that the people of Holland, Belgium, Poland, France, and those other countries that are subjected to the cruelties of the conqueror, will be treated even

worse than those of Germany. When the Dictator Hitler started on his rampage of destruction immediately after coming into power, the first thing accomplished by him and his machine was to destroy the labor organizations, which were then strong, healthy, and enormously beneficial to the workers. And his next act was to remove by imprisonment, punishment or death, labor leaders who had the courage and patriotism to protest against the destruction of their liberties. The funds and properties of all trade unions and their officials were confiscated. Capital in all the countries conquered by Hitler and his partners will also be confiscated, and no capitalist in Germany, Poland, Holland, France or Czechoslovakia can protest against the decisions of a government who tells business men what they must accept—or else. If they protest, they are incarcerated or destroyed. All the wealth of those countries has been taken over by the masters in order to satisfy the plundering and ravaging of this destroyer of human rights. They know no God except their own ambitions. They know nothing of humanity except the mad thirst to destroy. Whence will this lead our own country? Already billions have been appropriated by our government to increase our defenses. Those billions must come out of taxation. Increased taxation will increase operating expenses, thereby increasing the cost of production. The Dictators, supervising the industrial life of the countries of Europe, will have the power to make men and women work for any kind of wages they see fit to establish. It will not be a question of wages and hours for the workers of those conquered and tram-

pled countries. It will be a question of getting enough to eat and being permitted to live in some form of safety, although in semi-slavery. The manufactured products of those countries will be dumped on the shores of every country in the American continent. Our manufacturers will not be able to compete with those slave manufactured goods. What I fear is not an open attack immediately from the enemy, but I fear a destruction of our markets at home and in the adjacent countries. As far as our markets in European and Asiatic countries are concerned, it is safe to say they are now or will be practically destroyed. Free labor cannot compete with slave labor. Our South American markets will be the goal of the dictators of Europe. It is only human that men and countries buy wherever they obtain the best bargains. Where is our high priced labor and our fair manufacturers going to be under those circumstances? If an industry cannot sell its manufactured products at some advantage or some profit, it will either cease to manufacture or endeavor to reduce its operating expenses. American labor has not been trained to accept setbacks. A general attempt made to reduce wages in order to hold part of the markets of our own and other countries will bring about serious disturbances in the labor organizations of our nation. It is possible that within the next two or three years serious stoppages of work will take place in an endeavor to prevent substantial reductions in wages, especially in employments that are underpaid. I call this serious condition to your consideration now so that you might prepare not only to defend yourself

through thorough organization, but to educate your representatives and to train your mind to meet unpleasant conditions which may result at the ending of this conflict in Europe. At this writing there is only one country left that is fighting for the civilization that it has taken two thousand years to establish. If that country goes under—I refer to Great Britain and her colonies—then you can rest assured that mankind and womankind will be set back to a condition too terrible to contemplate at the present time.

Caution by Labor Necessary

Whatever I say in this report is for your advice and guidance, and in the hope that it may have some effect on your minds so that you can conduct your affairs when you leave here, to the end that you will be able to protect the interests of your union.

Our organizations have it in their blood that every time a wage contract expires there must be an increase in wages in the new contract. I now state to you that there is a point of saturation for wages and hours, and that if you go beyond that point, or even if you reach that point in some instances, you can rest assured if you go any further you will destroy the employment and thereby destroy yourselves. Those of us who worked twelve hours a day never thought we could establish the eight-hour day. Those of us who received twelve dollars a week never believed we could establish an almost universal wage of thirty-five to forty dollars per week. Still we find our members are not satisfied, and the pity of it all is that we find

officers who will not courageously advise their members that they are treading on dangerous ground in demanding conditions and wages that the industry cannot carry. We have had more than one experience where railroads have marked down the hauling of freight in order to recapture the work our truck drivers were doing. This was brought about because the truck drivers insisted on a wage that the truckmen could not carry and compete with the railroads. Yes, I understand, there are chiseling, unfair employers.

In this report I have referred to the building trades organizations, and as a member of the Executive Council of the National Trades Department, I repeat to you that in many trades in the building industry they retarded their own employment by raising their wages beyond a reasonable point; and that now, within the last year, they are reconsidering many of those wage contracts, and especially in suburban districts are they substantially reducing their wage scales.

Let us profit by the mistakes that others have made. A real representative of labor, or a real executive board of any local union is a board that stands together, fighting not to hold the men back but to hold their membership safely, with their feet on the ground, and not agree with them or go along with them when they demand the impossible. There should be an amendment to this Constitution, not empowering but compelling the International Union to put out of office local officers of our unions who encourage and foster and incite the

membership towards asking for impossible conditions, thereby risking the destruction of the employment and the union. I have also been a business agent of a local union. I have served in many representative capacities for labor during the past forty years, and I have found that the rank and file will eventually strongly support the representative of labor who has the courage to lay the bare facts before the members, even though he disagrees with the majority. If we are selected as representative officers for any reason at all, it is because we have something in us in the form of leadership and courage. Honesty and simplicity, or craftiness and an attitude of saying nothing are not entirely the qualities that make men leaders or that are beneficial to those they represent. It takes courage to disagree with men, even in their own interests. One of the weaknesses today amongst our local officers is the predominant desire to play the game safely for themselves and pursue the course of least resistance. Show me the men who have represented our unions for years without opposition, and I will prove to you that those men were leaders in the strict sense of the word and not men who just played their own game. If we are chosen to lead, we must lead, and from our experience and intelligence direct our people along the roads to safety to themselves and their families.

Officers—Term of Office—Local Elections

For the information of this convention let me remind the delegates that for many years we held our conventions more frequent than once every five years. After each convention we had considerable

trouble, and, as you know and as I have stated in our monthly magazine, to call a convention is an enormous expense to the local unions and to our International Union. When the proper persons are elected and you have sound management, you need not be disturbed about the period of our convention. There should, however, be in the Constitution authority given to a majority of the Executive Board to call a special convention if any emergency arises within the nation or within the International Union. There should also be embodied in the Constitution a clause giving power to the General President—subject to the approval of the General Executive Board—to remove all officers who are not serving in their positions in accordance with the laws laid down by our International Union, or officers who are doing anything detrimental or injurious to the International Union after a fair trial. If, in the case of the General President, he violates his oath and obligation to the International Union, power should be given to a majority of the General Executive Board to remove him after he is proven unfit or guilty of charges preferred.

My reason for bringing this matter to your attention now after a period of many, many years, is to remind you that some local unions have taken advantage of the fact that the conventions of the International Union are held once every five years, and they want to extend the term of office for local officers to five years. This procedure was never contemplated by those who drafted our Constitution. The International Constitution states clearly

that nominations for local union officers shall be held at the first meeting in December. It does not say every December, but that was what was intended. I have not been enforcing the Constitution along those lines, but I now repeat that it was never intended to apply the International laws and rules governing International conventions, to local unions. If you desire to change the present law governing the term of office of local union officials, then you should change it here in this convention and make it more clear. It is my judgment that if local unions, through their by-laws, will protect themselves by having the power within their executive board to remove any and all officers who are unfaithful to their position or who bring disgrace upon the organization, after said officer is given an honest and fair trial, with the right of appeal in accordance with the general Constitution—I repeat, it is my judgment that local unions should be permitted to elect their officers for a longer period than one year if they so decide by their unions and amend their local laws accordingly. But in no instance should elections obtain for a longer period than three years in any local union. It is not the same case holding an election in a local union as it is in the International Union, for this reason. The members are living in the vicinity and the cost is very little usually; and there are other substantial reasons why there can be no comparison between elections in local unions and in International organizations. At any rate, it is your duty in this convention to clarify the Constitution on this point.

Financial Records of International Union

Newspapers and special writers often refer to the financial affairs of International Unions and International officers, and they pick out some extreme individual case to vilify. They never publish the fact that ninety-nine and one-half per cent of International Unions and local unions have extremely strict laws dealing with their financial affairs. For example, this International Union, under its laws, require all local unions to audit their books once a month and send copy of audit to International office and if International suspects anything wrong, it may order its own qualified auditor into the local and investigate and audit the local's books. The General President of your International is authorized and ordered by our Constitution to see to it that our International trustees (three in number), elected by our conventions, come to the International office once every six months and audit the books of the International and make a signed report to him. In addition to this the General President must hire an expert public registered accountant (not a member of our Union), and he must, once every three months, four times a year, audit the financial affairs of the International Union, visit the banks, safe deposit boxes, etc., and check up and verify our bank deposits and properties and make a sworn statement of his findings to the International President. In addition we furnish a copy of this statement to all our local unions and also the General Secretary-Treasurer is properly bonded, and any person of authority representing any lawful body can come

to our General offices and can look at our books or seek any financial information of our affairs he is authorized to seek.

Every dollar received by the International Union, every penny expended by the International Union or its officers is scrupulously accounted for. Every organizer or officer must make out an itemized statement each month of his expenses and same must be approved after it is reviewed by the General President or his assistant, before the Secretary-Treasurer can forward check for same. This is our law. Do you hear or read of special writers or newspapers commending us? No. They only write about the extreme, very rare cases where things are not done just right. That's news, they say. We desire no appreciation, we are entitled to no praise. This is a business institution as well as a labor union. Might I remind you that during all the financial disaster from 1929 to 1934 and the following years, we had received and handled millions of your moneys and one dollar was never lost in any bank or in any investment. I defy any business institution in America to show any better or even an equal record of sound banking or business ability.

Jurisdiction

It has, indeed, been a great honor and a great privilege for me to be your International President in all the years of the past. There has been dark hours and dangerous situations surrounding my position which it would not be either beneficial or elevating to embody in this report. There has

been, however, hours of triumph and pride and glory and achievement, which have more than recompensed your President for the inconveniences and the setbacks and sometimes the bitterness that we have experienced. We touch every trade and calling on the American continent, and because of this we have had innumerable disputes with other labor organizations. Most of them we have settled as best we could, because we believe that settlements in the labor world are better than continued serious, destructive disagreements. I will not refer to the many jurisdictional questions here because I have referred to them in the monthly magazine, whose pages I have used for enlightening our membership on those matters. But I want to say to you that we are not yet free from jurisdictional misunderstanding. As I have stated above, we touch every trade and calling, and for that reason, with the industrial form of organization permeating the minds of some of the so-called craft unions in recent years, other organizations besides the C. I. O. are stepping out and endeavoring to grab off, for the small monetary consideration involved, truck drivers who properly come under our jurisdiction. We must be on the alert. We must be mindful and watchful, and we must determine in our local unions to fight with every ounce of energy we have, to fight honestly and within the law, to protect our organization and its jurisdiction from encroachments by any other union. As it is admitted by all that no organization of labor has done as much for its members as has this International Union, there should be no difficulty in getting men to agree that truck drivers and helpers

of every description must be ours, because by all the laws and decisions of labor, that jurisdiction belongs to us. It is not our intention to encroach on any other organization, and it is not our intention to allow any other organization to encroach on us. If you do your share, as I believe you will, in your respective districts, then if there is some of the work to be done by the International Union, I know you will agree with me that we will do our share in the future as we have done in the past. For thirty-three years I have been fighting to protect this International Union and its jurisdiction. That was my job and my duty, before the councils of American labor. I have done so, and I will leave it for you to decide whether or not I could have done more. Results speak for themselves. And today you are gathered here in a convention in the citadel of the nation, the capital not only of the United States, but of the world, representing the largest organization in membership and in influence in this country; an organization that has done more for its individual members than any other known organization in the world, an organization that has raised the employment of its members from a condition of slavery and contempt, from a condition which created hatreds and disease—I repeat, you have raised that membership and their employment to a position of notable citizenship, clean living, and respect in the eyes of the nation, so far beyond our wildest anticipations and expectations of thirty years ago that it is impossible to find language to describe accurately the improvements brought about through this militant International Union. Millions of dollars have been

added to the wages of our members during the past five years. Better service has been given the employers. Education has prevailed extensively through our unions and through the many forms of literature adopted and transmitted within our unions. You, our representatives, who have helped in the past, must continue this work in the future. It would be impossible for me, or any other individual whom you may choose, to accomplish the things that I have helped to bring about were it not for the faithful and unselfish assistance given to me by the officers of our local and international organization. I tender them my sincere thanks and deepest gratitude.

Closing

In closing let me say to you that great as have been our accomplishments in the past, bitter and cruel and unfair as the fight has been against you, the dangers confronting you in the future are even greater. I have referred in this report only as slightly as I could to what I believe is in store for us and for all the workers of America, in the future. I desire to impress upon you to regard your positions and your organizations seriously and to be prepared for the conflict, which may be slightly postponed but which is bound to come. Working together, standing shoulder to shoulder, one solid mass of organized real Americans, fighting for the rights of each other, guided by common sense and a spirit of fair dealing, refusing to be led by the rabble or by the disturbing elements within our society, I am sure we will be able to meet our enemies; and because right and justice are our guid-

ing stars, that unseen power that protects just men will lead us on to victory, and those same stars will preserve us against the destruction that has befallen the honest, faithful workers and trade unionists of many other countries. I hope and trust and pray that your deliberations in this momentous all-important convention will be of such a nature that you will legislate to the end that when this convention adjourns you will have strengthened its foundation to such an extent that we will go forward and onward to greater victories and achievements, and when we turn over this organization to those that follow us, we will give them the banner of this International that we found trampled in the dust, raised, floating high, beaming in God's golden sunshine, this banner that was washed in the blood of many of our members; this banner that has brought us freedom, and, using the words of the immortal Canadian, before his death on the battlefield of France we shall command them to:

*Take up our quarrel with the foe,
To you from fallen hands we throw,
This flag be yours, so hold it high,
If you prove false to us who die
We shall not sleep though poppies grow
In Flanders' Field.*

REPORT OF THE
GENERAL SECRETARY-TREASURER

From September 1, 1935 to September 1, 1940

To the Officers and Delegates to the Fourteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America,

GREETINGS:

In conformity with the laws of the International Union I herewith make my report, covering my stewardship as General Secretary-Treasurer for the period of five years, beginning September 1, 1935 and ending August 31, 1940.

The average membership of our National Union for the past year has been 444,187 members, the largest average membership of the organization. We have chartered 576 Local Unions and 11 Joint Councils with 203 Locals being suspended, charters revoked or Locals disbanded. Local accounts audited number 792, with back tax found amounting to \$90,140.55, of which the sum of \$61,007.85 has been paid, leaving \$29,132.70 still owed by the Locals audited.

LOCAL UNIONS AND JOINT COUNCILS ORGANIZED
FROM SEPTEMBER 1, 1935, to SEPTEMBER 1, 1940

No.		No.	
501	Vancouver, Wash.	131	Minneapolis, Minn.
503	Portsmouth, Ohio	19	Goose Creek, Baytown & Pelly, Tex.
507	St. Cloud, Minn.	36	Oak Hill, W. Va.
516	Muskogee, Okla.	43	Batchtown, Ill.
521	Christopher & Vic., Ill.	104	Litchfield, Minn.
531	Wisconsin Rapids, Wis.	60	Beckley, W. Va.
534	Moberly, Mo.	225	Milwaukee, Wis.
596	Coeburn, Va.	94	Prescott, Ariz.
537	Denver, Colo.		

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No.	No.
190 Billings & Vic., Mont.	269 Richmond, Va.
97 Sorento, Ill.	308 Streator, Ill.
64 Port Huron, Mich.	315 Contra Costa Co., Calif.
22 Dayton, Ohio	328 Marinette, Wis., & Menominee, Mich.
74 Minot, N. Dak.	329 St. Cloud, Minn.
83 Toronto, Ont., Canada	333 Dillon, Mont.
112 Havre, Mont.	341 Huntsville, Ala.
122 Petersburg, Ill.	349 Houston, Tex.
143 Portsmouth, Ohio	367 Houston, Tex.
173 Centralia, Ill.	350 San Francisco, Calif.
166 Chattanooga, Tenn.	393 Port Arthur, Ont., Canada
213 Holyoke, Mass.	403 Los Angeles, Calif.
191 Lawrenceburg, Ind.	412 Livingston, Mont.
183 Brigham City, Utah	415 Crescent City, Calif.
176 Ogden, Utah	426 Paris, Ill.
62 St. Paul, Minn.	433 Trenton, N. J.
194 Bluefield, W. Va.	434 Watertown, Juneau & Beaver Dam, Wis.
317 Syracuse, N. Y.	441 Bangor & Vic., Pa.
223 Trinidad, Colo.	483 Boise, Idaho
210 Payette, Idaho	474 Wilmington, Del.
186 Ventura, Calif.	31 Vancouver, B. C., Canada
230 International Falls, Minn.	93 Los Angeles, Calif.
493 Canton, Ill.	79 Tampa & Vic., Fla.
7 Kalamazoo, Mich.	88 Ashland, Ky.
17 Dallas, Tex.	115 Winfield, Mo.
14 St. Charles, Mo.	116 Fargo, N. Dak.
21 Baker, Oreg.	175 Charleston, W. Va.
36 Abingdon, Va.	204 Birmingham, Ala.
303 Nashville, Tenn.	203 Missoula, Mont.
35 Price, Utah	289 Minneapolis, Minn.
65 Lake Charles, La.	277 Watertown, S. Dak.
77 Parsons, Kans.	334 Spokane, Wash.
544 Minneapolis, Minn.	292 Hazard, Ky.
44 Seattle, Wash.	360 Milwaukee, Wis.
146 Pueblo, Colo.	300 Rochester, N. Y.
117 Seattle, Wash.	372 Detroit, Mich.
147 Bloomington, Ind.	373 Ft. Smith, Ark.
169 Pueblo, Colo.	99 Miles City, Mont.
236 Paducah, Ky.	187 Philadelphia & Vic., Pa.
254 Ottawa, Ill.	196 Concord, N. C.
261 New Castle, Pa.	78 Alameda Co., Calif.
267 Nashville, Ill.	
271 Indianapolis, Ind.	

No.		No.	
207	Kansas City, Mo.	228	Kent, Ohio
128	Pittsburgh, Pa.	72	San Antonio, Tex.
309	Aberdeen, S. Dak.	29	Macomb & Vic., Ill.
310	Tucson, Ariz.	713	Chicago, Ill.
340	Portland, Me.	391	Rochester, N. Y.
321	Bangor, Me.	286	Coffeen, Ill.
342	Clarksburg, W. Va.	494	Boston, Mass.
354	Stevens Point, Wis.	515	Chattanooga, Tenn.
370	Deer Lodge, Mont.	540	Montreal, Que., Canada
375	Little Fork, Minn.	496	Boston, Mass.
725	Chicago, Ill.	503	Walsenburg, Colo.
384	Norristown & Vic., Pa.	506	Auburn, N. Y.
417	Vincennes, Ind.	508	Toledo, Ohio
319	St. Paul, Minn.	529	Elmira, N. Y.
390	Miami, Fla.	530	Fond du Lac, Wis.
409	St. Paul, Minn.	538	Ford City & Kittaning, Pa.
416	Greencastle, Ind.	539	Morgantown, W. Va.
424	Oil City, Pa.	705-A	Chicago, Ill.
451	Cambridge, Ohio	541	Kansas City, Mo.
455	Sterling, Ill.	547	Bay City, Mich.
446	Wausau, Wis.	549	Minerva, Ohio
453	Cumberland & Vic., Md.	550	Kitchner, Ont., Canada
458	Faribault, Minn.	552	Kitchner, Ont., Canada
461	Tacoma, Wash.	554	Omaha, Nebr.
467	San Bernardino & River- side Cos., Calif.	556	Santa Clara Co., Calif.
462	Peoria, Ill.	558	Buffalo, N. Y.
486	Saginaw, Mich.	559	West Palm Beach, Fla.
480	Owosso, Mich.	563	Neenah & Menasha, Wis.
487	Mankato, Minn.	564	Meadville, Pa.
492	Albuquerque, N. Mex.	565	Pikeville, Ky.
495	Hancock, Mich.	571	Elyria, Ohio
55	Middletown, Ohio	575	Ann Arbor, Mich.
171	Windsor, Ont., Canada	573	Boston, Mass.
164	Jackson, Mich.	572	San Pedro, Long Beach, Calif.
214	Alliance, Ohio	581	Grand Forks, N. Dak.
337	Detroit, Mich.	585	Washington, Pa.
160	Red Wing, Minn.	818	New York, N. Y.
206	Portland, Oreg.	586	Kansas City, Mo.
255	Portland, Oreg.	587	Kansas City, Mo.
258	Findlay, Ohio	588	Alameda Co., Calif.
257	Milwaukee, Wis.	592	Richmond, Va.
339	Port Huron, Mich.	593	Kalispell, Mont.

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No.		No.	
595	Los Angeles, Calif.	123	Bismarck, N. Dak.
598	Los Angeles, Calif.	609	Pittsburgh, Pa.
601	Pawtucket, R. I.	675	Galveston, Tex.
602	Houston, Tex.	691	Richmond, Ind.
607	Richmond, Va.	694	Crothersville, Ind.
613	Jacksonville, Fla.	707	Bradford, Pa.
608	Lincoln, Nebr.	728	Atlanta, Ga.
605	Washington, D. C.	740	Steubenville, Ohio
621	Knoxville, Tenn.	743	Ironton, Ohio
616	Fort Worth, Tex.	745	Dallas, Tex.
622	Fort Worth, Tex.	746	Frankfort, Ind.
9	Otsego, Mich.	747	Pontiac, Ill.
615	Virginia, Minn.	749	Sioux Falls, S. Dak.
620	Sunbury, Pa.	757	Los Angeles, Calif.
626	Los Angeles, Calif.	758	Gillespie, Ill.
819	New York, N. Y.	759	Kokomo, Ind.
777	Chicago, Ill.	248	Milwaukee, Wis.
630	Los Angeles, Calif.	760	Roanoke, Va.
820	New York, N. Y.	762	Omaha, Nebr.
625	Jacksonville, Fla. (Colored)	763	Seattle, Wash.
631	Las Vegas, Nev.	764	Akron, Ohio
632	Marion, Ohio	765	Waseca, Minn.
636	Zanesville, Ohio	766	Marquette, Mich.
637	Zanesville, Ohio	767	Keokuk, Iowa
642	Fort Worth, Tex.	770	Los Angeles, Calif.
651	Cincinnati, Ohio	768	Oconto, Wis.
648	Portage, Wis.	708	Beloit, Wis.
657	San Antonio, Tex.	771	Lancaster, Pa.
669	Nashville, Tenn.	773	Allentown, Pa.
679	Schenectady, N. Y.	774	Indianapolis, Ind.
681	Steubenville, Ohio	775	Hornell, N. Y.
682	Clintonville & New Lon- don, Wis.	778	Austin, Minn.
683	Jacksonville, Fla.	788	Kings County, Calif.
686	Lawrence, Mass.	789	Santa Monica, Calif.
687	Ogdensburg, N. Y.	784	Grand Island, Nebr.
688	Richmond, Va. (Colored)	785	Manistique, Mich.
233	Indianapolis, Ind.	779	Lexington, Ky.
736	Brainerd, Minn.	783	Louisville, Ky.
689	Marshfield, Oreg.	787	Albany, N. Y.
697	Wheeling, W. Va.	790	Marshalltown, Iowa
418	New Martinsville, W. Va.	791	Rochester, N. Y.
577	Johnson City, Tenn.	794	Atchison, Kans.
		795	Wichita, Kans.

No.		No.	
796	Beaumont, Tex.	857	Los Angeles, Calif.
797	Montreal, Que., Canada	858	Galveston, Tex.
798	Champaign & Urbana, Ill.	859	Independence, Kans.
799	Winona, Minn.	861	Olney, Ill.
825	San Antonio, Tex.	862	Eldorado, Ill.
826	Rochester, N. Y.	863	Newark, N. J.
827	Newport, R. I.	864	Norfolk, Nebr.
828	Mason City, Iowa	865	Marietta, Ohio
829	Boston, Mass.	866	Fayetteville, N. C.
830	Yakima, Wash.	867	Lake Charles, La.
831	Boston, Mass.	868	Reedsburg, Wis.
832	Coulterville, Ill.	869	Wilkes-Barre, Pa.
833	Jefferson City, Mo.	870	Richland Center & Hills- boro, Wis.
834	Beardstown, Ill.	871	Rapid City, S. Dak.
821	Fremont, Ohio	872	Charleroi, Pa.
822	Norfolk, Va.	873	Vancouver, B. C., Canada
823	Joplin, Mo.	874	Rochester, N. Y.
824	Lacon, Ill.	876	Hutchinson, Minn.
835	Norfolk, Va.	877	Birmingham, Ala.
836	Middletown, Ohio	878	Little Rock, Ark.
837	Galveston, Tex.	879	Sandusky, Ohio
838	Richmond, Va.	875	Washington, D. C.
839	Greenville, S. C.	880	Texarkana, Tex.
840	Vandalia, Ill.	881	Parkersburg, W. Va.
841	Springdale, Ark.	882	Seattle, Wash.
842	Peru, Ind.	883	Cambridge, Md.
843	North Bay, Ont., Canada	884	Cornwall, Ont., Canada
844	Fort Dodge, Iowa	885	Sacramento, Calif.
845	Albert Lea, Minn.	886	Oklahoma City, Okla.
846	Three Rivers, Tex.	887	Berlin, Wis.
847	Ontonagon, Mich.	888	Quebec., P. Q., Canada
848	Los Angeles, Calif.	889	Oklahoma City, Okla.
849	Fairmont, W. Va.	890	Orange County, Calif.
850	Cincinnati, Ohio	891	St. John, N. B., Canada
851	Willmar, Minn.	892	Sharon, Pa.
852	Idaho Falls, Idaho	893	The Dalles & Hood River, Oreg.
854	Shreveport, La.	894	Wilmington, Del.
855	Petersburg & Hopewell, Va.	896	Winslow, Ind.
186	Santa Barbara & Ventura, Calif. (Change of Juris- diction)	898	Alameda & Contra Costa Cos., Calif.
856	Flagstaff, Ariz.	897	Los Angeles, Calif.

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No.	No.
898 Yuma & Imperial Cos., Ariz.	931 Mt. Vernon, Ill.
899 Birmingham, Ala.	932 Peoria, Ill.
901 Benld, Ill.	933 Rochester, N. Y.
900 LaGrande, Pendleton & Baker, Oreg.	934 Harrisburg, Ill.
902 Guelph, Ont., Canada	935 Shreveport, La.
904 Ottawa, Province of Ont., Canada	83 Toronto, Ont., Canada
903 Savannah, Ga.	936 Shipman, Ill.
804 New York, N. Y.	937 Baltimore, Md.
730 Montreal, Que., Canada	716 Indianapolis, Ind.
737 Los Angeles, Calif.	938 Lewistown, Mont.
776 Harrisburg, Pa.	939 Carrier Mills, Ill.
860 San Francisco, Calif.	940 Galveston, Tex.
761 Danville, Va.	941 El Paso, Tex.
815 Boulder, Colo.	942 Mercedes, Tex.
905 Syracuse, N. Y.	943 Colorado Springs, Colo.
906 Syracuse, N. Y.	944 Pittsburgh, Pa.
908 Lima, Ohio	945 Lincoln, Ill.
907 Pasadena, Calif.	946 Provo, Utah
909 Canton, Ohio	947 Sacramento, Calif.
910 Dickinson, N. Dak.	948 Coshocton, Ohio
911 Klamath Falls, Oreg.	949 Houston, Tex.
912 Minneapolis, Minn.	950 Hibbing, Minn.
913 Hynes, Calif.	951 Halifax, N. S.
914 Santa Barbara, Calif.	952 McLeansboro, Ill.
915 Stockton, Calif.	953 Kansas City, Mo.
916 Norman, Okla.	954 Corpus Christi, Tex.
917 Little Falls, Minn.	955 Kansas City, Mo.
918 Ashtabula, Ohio	956 Kansas City, Mo.
919 Newark, N. J.	957 Dayton, Ohio
920 Waupun, Wis.	958 Minneapolis, Minn.
921 San Francisco, Calif.	959 San Antonio, Tex.
922 Globe, Ariz.	960 San Francisco, Calif.
923 Alameda Co., Calif.	961 Pittsfield, Ill.
924 Cumberland, Md.	962 Medford & Vic., Oreg.
925 Rochester, N. Y.	963 Hiwassee Dam, N. C.
926 Austin, Tex.	964 Cleveland, Ohio
927 Memphis, Tenn.	965 Port Arthur, Tex.
928 Los Angeles, Calif.	966 Ames, Iowa
929 Charleston, S. C.	967 Winterset, Iowa
930 Caspar, Wyo.	968 Detroit, Mich.
	969 Newark, N. J.
	970 E. St. Louis, Ill.
	971 Belleville, Ill.

No.		No.	
972	Alton, Ill.	488	Toronto, Ont., Canada
973	Lake Charles, La.	500	Syracuse, N. Y.
974	Toledo, Ohio	507	Green Bay, Wis.
975	St. Paul, Minn.	557	Baltimore, Md.
35	Goose Creek & Vic., Tex.	481	Wappapello, Mo.
36	Louisville, Ill.	540	Syracuse, N. Y.
976	Houston, Tex.	591	Meridian, Miss.
64	Providence, R. I.	596	Anna, Ill.
81	Durham, N. C.	674	Trinidad, Colo.
47	Baraboo, Wis.	13	Denver, Colo.
191	Bridgeport, Conn.	23	Kansas City, Kans.
977	Minneapolis, Minn.	65	Iowa City, Iowa
556	San Mateo & Santa Clara Cos., Calif.	985	Madison & Vic., Wis.
197	Cleveland, Ohio	685	Alexandria, La.
978	Racine, Wis.	546	Boston, Mass.
66	Shreveport, La.	652	Corpus Christi, Tex.
229	Huron, S. Dak.	629	Savanna, Ill.
223	Portland, Oreg.	158	Daytona Beach, Fla.
270	New Orleans, La.	169	Douglas, Fla.
283	Carthage, Ill.	241	San Francisco, Calif.
198	Effingham, Ill.	805	Hoboken, N. J.
979	Kansas City, Mo.	500	New York, N. Y.
314	Springfield, Ill.	8	Summerside, Que., Canada
323	Shreveport, La.	271	Detroit, Mich.
999	Pittsburgh, Pa.	986	Columbus, Ohio
344	Milwaukee, Wis.	655	Mount Carmel, Ill.
351	Mount Olive, Ill.	987	Huntington, W. Va.
376	Hamilton, Ont., Canada	988	El Paso, Tex.
990	Philadelphia, Pa.	989	Hannibal, Mo.
981	LaSalle, Ill.	990	Port Arthur, Fort William, Ont., Canada
391	Wilmington, N. C.	991	Mobile, Ala.
982	Milwaukee, Wis.	992	Hagerstown, Md.
395	Moose Jaw, Sask., Canada	19	Laramie, Wyo.
802	New York, N. Y.	104	Erie, Pa.
982	Milwaukee, Wis.	11	Evansville, Ind.
427	Baltimore, Md.	171	Roanoke, Va.
983	Waukegan, Ill.	993	Toronto, Ont., Canada
984	Granite City, Ill.	55	Ottawa, Ont., Canada
322	Kinmundy, Ill.	109	San Francisco, Calif.
447	Washington, D. C.	177	Newark, N. J.
452	Denver, Colo.	203	Boston, Mass.
468	Bemidji, Minn.	153	Omaha, Ill.

**STATEMENT SHOWING RECEIPTS AND EXPENDITURES
FROM SEPTEMBER 1, 1935, TO SEPTEMBER 1, 1940**

Receipts

Cash on hand September, 1935.....	\$ 2,237,418.64	
Initiation Stamps	\$ 645,301.50	
Per Capita Stamps	5,687,727.10	
Supplies	211,150.47	
Charters	8,865.00	
Interest on Funds.....	254,335.75	
Subscription to Magazine.....	30.00	
Refunds	17,302.94	
Liberty Bonds redeemed.....	5,204.00	
Indiana Trust Company transfer to Certificate of Deposit.....	400,000.00	
Indiana National Bank transfer to Certificate of Deposit	700,000.00	
Indiana Trust Company transfer to Special Fund	100,000.00	
Geo. J. Mayer Company, sale of old seals	7.50	8,029,924.26
Total Receipts		\$10,267,342.90

Expenditures

Detailed report of the General Officers and Organizers of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers and other expenses from September 1, 1935, to September 1, 1940.

Daniel J. Tobin, President—

Salary	\$100,000.00	
Expenses	63,830.67	
		\$163,830.67

Thomas L. Hughes, Secretary-Treasurer—

Salary	\$100,000.00	
Expense	26,170.38	
		126,170.38

**Michael Cashal, First Vice President and
Organizer—**

Salary	\$ 60,000.00	
Expense	15,505.05	
		75,505.05

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John McLaughlin, Second Vice President—		
Salary	\$ 1,906.46	
Expense	9,336.82	
		\$11,243.28
L. G. Goudie, Third Vice President and Organizer—		
Salary	\$ 60,000.00	
Expense	20,917.40	
		80,917.40
John Geary, Fourth Vice President—		
Salary	\$ 9,780.05	
Expense	4,272.03	
		14,052.08
D. J. Murphy, Fifth Vice President—		
Salary	\$ 4,442.45	
Expense	2,858.54	
		7,300.99
J. Conlin, Sixth Vice President—		
Salary	\$ 3,796.18	
Expense	2,682.32	
		6,478.50
Thomas Farrell, Seventh Vice President and Organizer—		
Salary	\$ 60,000.00	
Expense	14,665.63	
		74,665.63
N. J. Lannan, Trustee—		
Salary	\$ 3,188.39	
Expense	2,649.60	
		5,837.99
M. J. Doll, Trustee—		
Salary	\$ 2,432.38	
Expense	1,500.20	
		3,932.58
J. Donovan, Trustee—		
Salary	\$ 1,051.84	
Expense	743.65	
		1,795.49
J. O'Brien, Trustee—		
Salary	\$ 1,380.54	
Expense	1,380.54	
		2,739.69

International Brotherhood of T., C., S. & H. of A. 57

John M. Gillespie, Organizer—		
Salary	\$ 60,000.00	
Expense	18,043.34	
		\$78,043.34
P. H. Jennings, Organizer—		
Salary	\$ 60,000.00	
Expense	13,327.58	
		73,327.58
Edw. H. Meyer, Organizer, Deceased—		
Salary	\$ 6,000.00	
Expense	910.00	
		6,910.00
Michael Casey, Second Vice President and Organizer, Deceased—		
Salary	\$ 20,000.00	
Expense	5,351.17	
		25,351.17
Dave Beck, Organizer—		
Salary	\$ 60,000.00	
Expense	36,752.09	
		96,752.09
Henry G. Burger, Organizer—		
Salary	\$ 50,000.00	
Expense	26,940.85	
		76,940.85
Thomas P. O'Brien, Organizer—		
Salary	\$ 32,790.00	
Expense	29,013.13	
		61,803.13
W. J. Conboy, Organizer—		
Salary	\$ 24,000.00	
Expense	13,179.04	
		37,179.94
Fred Tobin, Organizer—		
Salary	\$ 33,400.00	
Expense	14,632.69	
		48,032.69
John English, Organizer—		
Salary	\$ 29,963.78	
Expense	24,269.90	
		54,233.68
F. D. Brown, Organizer—		
Salary	\$ 27,400.00	
Expense	17,179.65	
		44,579.65

58 International Brotherhood of T., C., S. & H. of A.

Edw. F. Murphy, Organizer—		
Salary	\$ 19,878.65	
Expense	13,087.98	
		\$32,966.63
H. W. Dail, Organizer—		
Salary	\$ 22,530.95	
Expense	18,547.62	
		41,078.57
J. M. Casey, Organizer—		
Salary	\$ 23,500.00	
Expense	18,526.21	
		42,026.21
Thomas Lyons, Organizer—		
Salary	\$ 15,081.44	
Expense	8,248.01	
		23,329.45
Frank Prohl, Organizer—		
Salary	\$ 11,922.50	
Expense	9,300.30	
		21,222.80
John S. Picago, Organizer—		
Salary	\$ 13,758.28	
Expense	10,805.19	
		24,563.47
F. Dobbs, Organizer—		
Salary	\$ 2,800.00	
Expense	6,393.93	
		9,193.93
T. T. Neal, Organizer—		
Salary	\$ 2,772.00	
Expense	4,910.64	
		7,682.64
J. J. McKenna, salary and expense		\$ 757.57
P. J. Corcoran, salary and expense.....		1,800.00
J. P. Tuohy, salary and expense.....		335.00
Frank Brown, salary and expense.....		318.12
Fred Groth, salary and expense.....		318.12
John O'Rourke, salary and expense.....		4,060.86
Geo. Wilson, salary and expense.....		3,396.86
F. W. Brewster, salary and expense.....		3,519.03
John Rohrich, salary and expense		300.00
R. Glen, Delegate, Canadian Trades Congress.....		285.00
Birt Showler, Delegate, Canadian Trades Congress..		1,133.60
F. Dobbs, North Central Over the Road Committee		4,324.92

J. M. O'Laughlin, North Central Over the Road Committee	\$1,592.96
J. Scislowski, North Central Over the Road Committee	957.43
Mrs. Annie Casey, by order of the General Executive Board	10,000.00
J. J. McCrann, by order of 1935 Convention.....	149.61
H. W. Dail, by order of 1935 Convention.....	149.61
B. B. Currigan, by order of 1935 Convention.....	149.61
F. D. Brown, by order of 1935 Convention.....	149.61
Geo. Mitchell, by order of 1935 Convention.....	149.61
J. Donovan, by order of 1935 Convention	164.35
A. W. Galipeau, by order of 1935 Convention.....	164.35
Ed. Riley, by order of 1935 Convention.....	164.35
Jim Scott, by order of 1935 Convention.....	164.35
Thos. V. Smith, Indianapolis Committee Meeting....	200.00
E. M. Eslinger, Indianapolis Committee Meeting...	43.38

\$ 1,414,435.85

ORGANIZING LOCAL UNIONS

J. F. Cassin.....Local Union 99 and 64	\$ 20.00
E. S. Thayer.....Local Union 516	10.00
E. F. Gibbertson.....Local Union 531	10.00
Ross White	Local Union 521 10.00
W. F. Minton.....Local Union 596	10.00
H. W. Boice.....Local Union 534	10.00
P. J. Corcoran..Local Union 131, 500, 104, 298, 458, 587	60.00
H. D. Burns.....Local Union 655	10.00
J. P. Orr.....Local Union 112	10.00
C. T. Vaughn.....Local Union 74	10.00
T. R. Cuthbert.. ..	Local Union 116 10.00
C. Woolbright	Local Union 173 10.00
G. E. Hall.....Local Union 176	10.00
R. H. Fuller.....Local Union 188	10.00
A. Rosquist	Local Union 210 10.00
W. O. Smith.....Local Union 186	10.00
G. Heath	Local Union 7 10.00
E. J. Preston.....Local Union 194	10.00
E. Daly	Local Union 122 10.00
J. M. Gillian.....Local Union 36	10.00
H. Reich	Local Union 230 10.00
R. L. Hardy.....Local Union 236	10.00
N. D. Freeborne...	Local Union 261 10.00
R. B. Calloway.....Local Union 88	10.00

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J. J. Baloc.....	Local Union 329	\$10.00
R. Copeland	Local Union 204	10.00
F. Morgan	Local Union 292	10.00
C. H. Peterson.....	Local Union 116	10.00
G. Scott	Local Union 300	10.00
A. J. Eisinzopf.....	Local Union 328	10.00
J. H. Hickey.....	Local Union 474	10.00
W. J. Biggers.....	Local Union 341	10.00
C. A. Sevink.....	Local Union 373 and 841	20.00
E. N. Hannon.....	Local Union 412	10.00
Birt Showler	Local Union 31	10.00
H. L. McCrorie.....	Local Union 196	5.00
R. J. Recore.....	Local Union 495	5.00
M. Thiesmeyer	Local Union 547	10.00
F. L. Palmer.....	Local Union 258	10.00
F. Coverston	Local Union 581	25.00
A. F. Cadena.....	Local Union 72 and 657	20.00
W. F. Stech.....	Local Union 620	13.81
T. P. Sevanson.....	Local Union 203 and 593	20.00
C. L. Archer.....	Local Union 214 and 549	20.00
A. L. Bailey.....	Local Union 616 and 622 and 642	52.00
L. Butterfield	Local Union 682 and 768	20.00
L. G. Gildeon.....	Local Union 585	10.00
G. Chalmers	Local Union 615	10.00
T. P. Caniff	Local Union 681 and 740	27.68
J. N. Berry	Local Union 539	15.00
D. C. Long.....	Local Union 577	10.00
C. W. Pickering.....	Local Union 790	10.00
F. P. Allender.....	Local Union 453	15.00
H. E. Moll.....	Local Union 795	10.00
J. Stember	Local Union 749	10.00
A. Kruger	Local Union 277	10.00
A. B. Witascheck.....	Local Union 794	10.00
G. M. Chamberlin.....	Local Union 827	10.00
H. E. Smith.....	Local Union 834	10.00
F. Roeder	Local Union 851	10.00
H. Cross	Local Union 832	10.00
N. P. Blackmore.....	Local Union 858	10.00
T. J. Lawson.....	Local Union 743	10.00
F. J. Wernig.....	Local Union 821 and 879	20.00
B. Pryor.....	Local Union 608	15.00
H. A. Alltop.....	Local Union 849	15.00
E. Sullivan	Local Union 880	10.00
P. A. Meyer.....	Local Union 903	10.00
H. S. Beverly.....	Local Union 878	10.00

International Brotherhood of T., C., S. & H. of A. 61

R. Brillon	Local Union 720	\$5.00
L. B. Doane.....	Local Union 922	10.00
W. B. Kennedy.....	Local Union 931 and 322	20.00
C. N. T. Reddick.....	Local Union 927	10.00
G. Jack	Local Union 934 and 939	20.00
H. Thirion	Local Union 840	19.00
E. J. Loehr.....	Local Union 286, and 901 and 936	30.00
R. L. Burton.....	Local Union 935 and 323	20.00
C. Thomason	Local Union 930	10.00
J. Kain	Local Union 954	10.00
J. Matte	Local Union 888 and 574	20.00
L. Quinn	Local Union 966 and 967	20.00
B. A. Gritta.....	Local Union 675 and 940	20.00
J. Woodruff	Local Union 35	10.00
A. E. Brown.....	Local Union 81	10.00
J. Kennedy	Local Union 916	10.00
G. W. Horne.....	Local Union 951	10.00
C. B. Gore.....	Local Union 391	10.00
M. H. Nicols.....	Local Union 488 and 902	20.00
C. L. Van Horn.....	Local Union 938	10.00
R. Wright	Local Union 989	10.00
G. Pipher.....	Local Union 320	15.00
J. Doyle	Local Union 21	10.00
H. E. White.....	Local Union 552	10.00

\$ 1,227.99

STRIKE BENEFITS

30 Irvin, Pa.	\$ 2,420.00
59 New Bedford, Mass.....	1,060.00
68 Boston, Mass.	11,920.00
70 Alameda County, Calif	2,000.00
85 San Francisco, Calif.....	6,500.00
137 Marysville, Calif.	250.00
146 Pueblo, Colo.	1,630.00
162 Portland, Oreg.	60.00
168 Boston, Mass.	480.00
170 Worcester, Mass.	7,080.00
175 Charleston, W. Va.....	3,050.00
229 Scranton, Pa.	540.00
249 Pittsburgh, Pa.	660.00
251 Providence, R. I.....	12,240.00
271 Detroit, Mich.	42,190.00
285 Detroit, Mich.	2,260.00

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287	San Jose, Calif.....	\$1,070.00
302	Alameda and Contra Costa Counties, Calif.	1,340.00
304	San Jose, Calif.....	1,960.00
336	Cleveland, Ohio	270.00
346	Duluth, Minn.	7,260.00
349	Houston, Tex.	16,892.50
355	Baltimore, Md.	5,000.00
364	South Bend, Ind.....	2,650.00
366	St. Louis, Mo.....	20,380.00
379	Boston, Mass.	2,970.00
383	Sioux City, Iowa.....	7,707.00
391	Wilmington, N. C.....	1,000.00
404	Springfield, Mass.	900.00
430	York, Pa.	3,060.00
443	New Haven, Conn.....	5,460.00
471	Minneapolis, Minn.	2,880.00
478	Newark, N. J.	660.00
485	Pittsburgh, Pa.	630.00
496	Boston, Mass.	1,340.00
497	Akron, Ohio	650.00
503	St. Paul, Minn.....	440.00
523	Tulsa, Okla.	1,800.00
526	Fall River, Mass.....	1,190.00
532	Springfield, Ill.	3,150.00
554	Omaha, Nebr.	55,677.33
583	Sacramento, Calif.	2,340.00
585	Washington, Pa.	340.00
608	Lincoln, Nebr.	6,124.15
639	Washington, D. C.....	2,550.00
646	Boston, Mass.	1,060.00
653	Brockton, Mass.	2,160.00
671	Hartford, Conn.	9,490.00
677	Waterbury, Conn.	2,820.00
694	Crothersville, Ind.
728	Atlanta, Ga.	5,920.00
729	East St. Louis, Mo.....	220.00
784	Grand Island, Nebr....	4,768.33
816	New York, N. Y.....	50.00
822	Norfolk, Va.	320.00
864	Norfolk, Nebr.	8,578.19
935	Shreveport, La.	2,380.00
956	Kansas City, Mo.....	420.00
977	Minneapolis, Minn.	80.00
		<hr/> \$333,377.50

DONATIONS

225 Milwaukee, Wis.	\$ 2,240.00
270 New Orleans, La.	500.00
383 Sioux City, Iowa.	3,000.00
25 Chicago, Ill., Joint Council	10,000.00
32 Minneapolis, Minn., Joint Council.	1,000.00
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	\$ 16,740.00

OFFICE HELP

M. O'Neil.	\$15,600.00
K. Dauch	16,745.00
G. Creighton	9,988.00
M. Humphreys	4,710.00
V. Baldwin	5,773.00
W. Mullenholz	7,470.00
T. L. Hughes, Jr.	4,793.00
C. Shattuck	5,005.46
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	\$ 70,084.46

EXPENSE OF JOURNAL

G. McCarthy, salary.	\$10,969.16
R. Davis, salary.	6,496.00
M. Warren, salary.	3,634.00
R. Winkler, salary.	3,360.00
R. Schneck, salary.	3,080.00
Bookwalter-Ball-Greathouse Printing Co., printing and mailing.	194,025.64
Addressograph Sales Agency, mailing ma- chines, plates, cabinets and service.	14,398.01
Century Paper Co., paper.	502.31
Indiana Paper Co., paper.	33.03
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	\$236,498.15

PRINTING

Bookwalter-Ball-Greathouse Co.	\$84,826.92
Morrison and Stehlin.	19,887.50
Charles Moran Press.	11,248.69
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	\$115,963.11

SUNDRIES

Postage	\$ 20,081.00
Indiana Bell Telephone Co., service.	7,748.25
Western Union Telegraph So., service.	8,441.21
Geo. J. Mayer Co., seals and stamps.	2,407.65
Western Audit Co., auditing.	905.00
Crystal Springs Water Co., service.	966.25
United Brotherhood of Carpenters, rent. .	25,416.66

American Federation of Labor, per capita tax and assessments.....	\$304,835.80
Label Trades Department, A. F. of L., per capita tax	7,670.00
Building Trades Department, A. F. of L., per capita tax.....	12,212.50
Trades and Labor Congress of Canada, per capita tax.....	1,956.39
Railway Express Agency, service.....	4,621.71
Bank and Office Stationery Co., office supplies	1,183.52
The Ad Nov Co., watch charms, buttons and durable covers.....	32,017.19
Indiana Paper Co., shipping supplies....	12.78
Burroughs Adding Machine Co., service..	77.90
Standard Oil Co., service.....	755.00
Union Labor Life Insurance Co., premiums	21,294.40
Postal Telegraph Cable Co., service.....	422.61
Elliot Addressing Machine Co., stencils..	77.98
Crescent Paper Co., shipping supplies....	38.38
Standard Paper Co., shipping supplies...	710.80
Hadley-Mahoney Co., insurance.....	205.44
Reo Indiana Sales, Inc., service.....	825.86
Indiana National Bank, Canadian exchange	1,376.68
Indiana National Bank, protested checks..	1,020.39
Bertermann's, floral pieces.....	622.71
Metcalf, Mahan and Mahan, convention reporting	796.36
Dempsey, Kinsey and Downs, convention proceedings	1,649.00
Blue Bird Cleaners, service.....	8.00
R. W. Durham Co., service.....	209.48
Chicago appropriation, per order General Executive Board	17,547.85
Washington office, expense.....	12,311.00
Indianapolis Community Fund, donation..	1,000.00
Workers Education Bureau, donation....	2,500.00
Kee-Lox Manufacturing Co., office supplies	278.11
Barton, Curle & McLaren, General Secretary Bond	375.00
Barton, Curle & McLaren, auto insurance	74.62

Barton, Curle & McLaren, Secretary L. U.	
466 Bond	\$3.75
Union Trust Co., protested check	78.60
Panel Bros., floral piece	25.00
Wiegands, floral piece	25.54
Mission & Second St. Florists, floral piece	25.75
Thomas & Slye, floral piece	25.00
Scofield, floral piece	50.00
Leakley, floral piece	50.00
Marion County Tuberculosis Assn., dona- tion	60.00
Natl. Foundation Infantile Paralysis donation	100.00
American Federation of Labor, subscrip- tion	183.25
American Federation of Labor, Oregon campaign	1,000.00
Banner-Whitehill, furniture	755.15
J. J. Hanlon, furniture	350.00
Lyman Bros., office equipment	15.70
Burford Printing Co., office equipment	115.60
Attorney fees, Portland, Oreg.	2,998.50
Attorney fees, Chicago, Ill.	7,429.92
Attorney fees, Los Angeles, Calif.	1,200.00
Employees' Christmas donation	575.00
Stewarts, Inc., office supplies	464.15
Munson Inc., office supplies	5.00
President's Birthday Ball, donation	125.00
Roney-Plaza Hotel, G. E. Board, head- quarters	2,732.95
Everglades Hotel, G. E. Board, headquar- ters	1,227.30
Armitage Co., floral piece	25.00
Antlers Hotel, committee headquarters ..	707.50
Matthew Woll, Labor Chest donation	1,000.00
United States Chamber of Commerce, sub- scription	13.50
Browning-Gent Co., automobile service ..	295.77
McNeely and Sons, service	25.50
K. C. McCloskey, Johnstown flood donation	1,000.00
American Red Cross, donation	175.00
Ashjian Bros., service	365.39
Federal Cleaners, service	3.00
Acme Freight Co., service	9.50
Bastian Bros., buttons	2,086.82

Union Trust Co., Canadian exchange....	\$81.44
Craig Cleaners, service.....	121.57
J. M. Kelley, service.....	28.00
P. Mullenholz, service.....	39.00
W. L. Spenny, service.....	16.25
L. Kelley, service.....	15.00
J. O. McFarland, cleaning.....	40.50
Chester Wright & Association Who's Who, subscription	135.00
Gausephol Co., luggage.....	123.25
Cliff. Langsdale, legal service.....	60.00
Danner Co., photostats.....	10.35
Robbins Electric Co., service.....	430.68
Walter Laughlin, garage service.....	11.65
Richard-Krause, insurance	186.50
L. S. Ayres Co., office supplies.....	37.67
American Checkwriter Co., service.....	1.00
Union Trust Co., bond premium.....	500.00
Jacob Freedland, legal service.....	2,000.00
Donohue, Hynes & Hamlin, legal service.	752.50
Indiana Trust Co., purchase certificate of deposit	400,000.00
Indiana Trust Co., transfer of funds....	100,000.00
Democratic campaign, per order G. E. Board, donation	10,000.00
Fae Patrick, legal service.....	50.00
A. N. Marquis Co., subscription.....	27.70
Geraghty Co., buttons.....	6.45
U. S. Tire Co., automobile tires.....	64.28
Talbot Motor Co., service.....	21.65
Trimble Oil Corporation, service.....	95.04
Rassman & Co., insurance.....	76.80
Indiana National Bank, purchase certifi- cate of deposit.....	700,000.00
Flood sufferers, donation.....	250.00
Smith and Hulse, transcript.....	110.72
H. S. Middlemiss, legal service.....	117.40
Smuck Floor Covering Co., office equip- ment	645.83
Tim Conroy, floral piece.....	25.50
Frank Sperry, Kidd floral piece.....	51.50
Louis Fox, checkwriter.....	37.50
Frank Krause, insurance.....	574.98
Collector Internal Revenue, tax.....	15,803.77

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L. C. Smith Typewriter Co., typewriter and service	\$353.63
Unemployment Compensation, tax.....	9,174.43
Collector Internal Revenue, excise tax...	1,042.40
Geo. Kidd, receiver service.....	250.00
Remington-Rand, office supplies.....	279.95
Inland Battery Co., service.....	22.50
Logan & Lehner, reporting.....	73.50
Ward & Paul, reporting.....	621.40
Hart & Dice, reporting.....	531.80
Mathew Tobeiner, legal service.....	1,185.76
H. H. Byrne, legal service.....	8,094.50
Frank Kevallik, court fees.....	50.00
Firestone Tire & Rubber Co., service....	140.64
H. C. Werner, shipping supplies.....	277.77
Frank Bauer, services.....	100.00
E. E. Evans, tax service.....	100.00
Charlton Ogburn, attorney fees.....	4,054.87
Stationers Inc., office supplies.....	29.50
Bostick Inc., office supplies.....	2.00
Excelsior Laundry Co., service.....	11.67
Thorpe Awning Co., awnings and service	451.45
Government Printing Office, service.....	2.50
Bretzman Studios, photographs.....	346.00
Business Week, Inc., subscription.....	10.00
Washington Herald Publishing Co., ad- vertising	1,120.00
Bureau National Affairs, subscription...	190.00
Robt. N. Dedaker, C. P. A., auditing.....	1,050.00
Dolbey & Van Ausdale, reporting.....	473.00
Furniture Crafts Inc., office equipment..	17.75
D. W. Ross, reporting.....	22.13
Batt Bates and Co., Inc., mimeographing	37.08
Indiana Trust Co., Canadian exchange...	10.83
Joseph A. Padway, attorney fees.....	11,714.69
Murat Garage, service.....	21.20
Speaks & Finn, limousine service.....	40.00
O. W. Isensee, safer service.....	18.00
F. W. Schutz, State Legislature service..	38.40
Los Angeles, Calif., attorney fees.....	5,000.00
Aetna Cabinet Co., office equipment.....	11,724.45
V. L. Dunning, checkwriter.....	67.50
Rhoads-Hice & Etter, Inc., photostats....	5.20
National Society D. A. R., Washington, D. C., hall rent.....	800.00

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Hoosier Cadillac Co., autos and service...	\$6,406.56
Franklin D. Roosevelt, library donation.	1,000.00
Anna Massmann, 1935 convention, hall rent	40.00
Neighbors of Wood Craft, 1935 convention, hall rent.....	100.00
Anna Watkins, 1935 convention, reporting	135.88
Bette Lindquist, 1935 convention, reporting	130.88
Multnomah Hotel, 1935 convention, headquarters	573.23
International Association of Machinists, legal expense.....	68.13
A. Yates Dowell, legal expense.....	1,296.50
Moffett Studios, photographs.....	55.00
MacDonald Typewriter Co., office equipment	60.00
Victor Adding Machine Co., office equipment	75.00
	<hr/> \$1,811,456.78

FUNDS DEPOSITED IN BANKS

Union Trust Company.....	\$1,000,000.43
Indiana National Bank.....	4,621,601.05
Indiana Trust Company.....	645,957.08
	<hr/> \$6,267,558.56

Disposition of receipts during the last five years as follows:

Receipts September 1, 1935, to September 1, 1940, less transfer of funds..	\$6,829,924.26
Strike funds	3,414,962.13
Benefits and donations.....	350,117.50
	<hr/>
Strike balance	\$3,064,844.63
General fund	\$3,414,962.13
Expenditures	2,449,666.84
	<hr/>
General fund balance.....	\$965,295.29

Item of refunds as shown in receipts applies as follows:

Local No.

304 San Jose, Calif., benefits.....	\$ 350.00
364 South Bend, benefits.....	620.00
302 Oakland, Calif., benefits.....	40.00

822	Norfolk, Va., benefits.....	\$10.00
471	Minneapolis, Minn., benefits.....	30.00
379	Boston, Mass., benefits.....	320.00
285	Detroit, Mich., benefits.....	10.00
671	Hartford, Conn., benefits.....	700.00
68	Boston, Mass., benefits.....	3,970.00
170	Worcester, Mass., benefits.....	3,540.00
251	Providence, R. I., benefits.....	200.00
404	Springfield, Mass., benefits.....	450.00
443	New Haven, Conn., benefits.....	460.00
526	Fall River, Mass., benefits.....	100.00
653	Brockton, Mass., benefits.....	100.00
677	Waterbury, Conn., benefits.....	150.00
485	Pittsburgh, Pa., benefits.....	30.00
585	Washington, Pa., benefits.....	20.00
639	Washington, D. C., benefits.....	1,360.00
146	Pueblo, Colo., benefits.....	20.00
175	Charleston, W. Va., benefits.....	180.00
430	York, Pa., benefits.....	1,760.00
366	St. Louis, Mo., benefits.....	10.00
478	Newark, N. J., benefits.....	60.00
30	Irvin, Pa., benefits.....	20.00
646	Boston, Mass., benefits.....	10.00
728	Atlanta, Ga., benefits.....	10.00
249	Pittsburgh, Pa., benefits.....	20.00
287	San Jose, Calif., benefits.....	30.00
269	Richmond, Va., balance of funds.....	2.37
188	Brigham, Utah, balance of funds.....	11.75
973	Lake Charles, La., balance of funds...	12.90
81	San Diego, Calif., balance of funds...	62.00
596	Coeburn, Va., balance of funds.....	14.28
618	Roanoke, Va., balance of funds.....	60.43
468	Marion, Ohio, balance of funds.....	77.44
656	Cleveland, Ohio, balance of funds....	352.40
859	Independence, Kans., balance of funds .	12.71
55	Middletown, Ohio, balance of funds...	15.17
743	Ironton, Ohio, balance of funds.....	10.15
91	Birmingham, Ala., balance of funds...	2.52
866	Fayetteville, N. C., balance of funds..	11.90
149	Boston, Mass., balance of funds.....	1.57
922	Globe, Ariz., balance of funds.....	36.76
683	Jacksonville, Fla., balance of funds...	1.16
722	Chicago, Ill., balance of funds.....	75.46
766	Marquette, Mich., balance of funds....	32.05
768	Oconto, Wis., balance of funds.....	4.66

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966	Ames, Iowa, balance of funds.....	\$58.89
	Johnstown flood sufferers.....	897.70
	Bond premium refunds.....	20.15
	G. E. B. stenographer's expenses.....	194.50
	Check 13586 accounted as lost.....	10.00
	New York Casualty Co., insurance pre- mium	10.51
30	Irving, Pa., protested check.....	13.30
513	Mattoon, Ill., protested check.....	20.55
505	Huntington, W. Va., protested check...	4.00
112	Havre, Mont., protested check.....	13.49
365	Toledo, Ohio, protested check.....	35.75
478	Newark, N. J., protested check.....	20.00
24	Elkhart, Ind., protested check.....	46.50
424	Oil City, Pa., protested check.....	56.00
779	Lexington, Ky., protested check.....	33.25
277	Watertown, S. Dak., protested check..	9.75
593	Kalispell, Mont., protested check.....	35.75
342	Clarksburg, W. Va., protested check...	35.80
745	Dallas, Tex., protested check.....	91.75
863	Newark, N. J., protested check.....	206.00
63	New Orleans, La., protested check.....	22.05
832	Coulterville, Ill., protested check.....	17.10
493	Canton, Ill., protested check.....	15.30
415	Crescent City, Calif., protested check..	9.60
342	Clarksburg, W. Va., protested check..	102.20
263	Newark, Ohio, protested check.....	6.75
		<hr/> \$17,302.94

RECAPITULATION OF RECEIPTS AND EXPENDITURES
FROM SEPTEMBER 1, 1935, TO SEPTEMBER 1, 1940
FIVE YEARS

RECEIPTS

RECEIPTS	
Initiation stamps	\$ 645,301.50
Per capita stamps	5,687,727.10
Supplies	211,150.47
Charters	8,865.00
Interest on funds.....	254,335.75
Subscription to magazine.....	30.00
Refunds	17,302.94
Liberty Bonds redeemed.....	5,204.00
Transfer to certificates of deposit.....	1,100,000.00
Transfer of funds.....	100,000.00
Sale of seals.....	7.50
	<hr/>
	\$8,029,924.26

EXPENDITURES

Officers and organizing.....	\$1,414,435.85	
New local unions.....	1,228.49	
Office help	70,084.46	
Strike benefits	333,337.50	
Donations	16,740.00	
Journal	236,498.15	
Printing	115,963.11	
Sundries	1,811,456.78	
		\$3,999,784.34
Net cash gain		4,030,139.92
Net worth, September 1, 1935.....		2,237,418.64
Net worth, September 1, 1940.....		\$6,267,558.56

My thanks and appreciation I offer to the officers and members who so graciously cooperated with me, during this past term of office, and I submit my report for your consideration and approval.

Respectfully submitted,

THOMAS L. HUGHES,
General Secretary-Treasurer.

REPORT OF TRUSTEES
FROM SEPTEMBER 1, 1935 TO SEPTEMBER 1, 1940

To the Officers and Delegates to the Fourteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America.

GREETINGS:

In pursuance of the laws of our International Constitution we, your Trustees, beg to render our report of the records, books, vouchers and financial condition of our organization.

We have audited the receipts and expenditures of all moneys received since our last Convention and have found the books to be kept in a careful and systematic manner and we certify the following to be a true record up to August 31, 1940:

Net worth, September 1, 1935.....	\$2,237,418.64
Total receipts from September 1, 1935, to September 1, 1940.....	8,029,924.26
	<hr/> \$10,267,342.90
Total disbursements from September 1, 1935, to September 1, 1940.....	3,999,784.34
Net worth, September, 1940.....	<hr/> \$6,267,558.56
The above amount (\$6,267,558.56) is divided as follows:	
Union Trust Co.....	\$1,000,000.43
Indiana National Bank	4,621,601.05
Indiana Trust Co.	645,957.08
Total ..	<hr/> \$6,267,558.56
Net worth, September 1, 1940.....	6,267,558.56
Net worth, September 1, 1935.....	2,237,418.64
Net financial gain during last five years.....	<hr/> \$4,030,139.92
Respectfully and fraternally submitted,	

N. J. LANNAN.

M. DOLL.

JOHN O'BRIEN.

Report of General Executive Board Meetings

OF THE
INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS, STABLEMEN
AND HELPERS OF AMERICA

Portland, Oregon, September 16, 1935

Washington, D. C., February 5, 1937

Miami, Florida, February 5, 1938

Indianapolis, Indiana, June 14, 1938

Miami, Florida, January 19, 1939

Washington, D. C., May 9, 1939

Miami, Florida, February 6, 1940

Fourteenth Convention



HELD AT WASHINGTON, D. C.
SEPTEMBER 9 TO 14, 1940



MEETING OF THE GENERAL EXECUTIVE BOARD

Held in Portland, Oregon, September 16, 1935

A committee representing Locals No. 640, 399, 208 and 420, appeared before the Board relative to the jurisdiction of these several Local Unions. After a lengthy hearing, the Board decided that Vice President Casey be instructed to visit Los Angeles with full power to act in settling the jurisdictional differences between the several Local Unions.

A letter was read from the President of Local Union No. 753, of Chicago, appealing for financial assistance for the wife of former Organizer John Devring. After discussing the matter at length a motion was made, seconded and passed that the request be denied.

A letter was read from the Joint Councils of Seattle, Portland and San Francisco and Los Angeles, relative to the handling of over the road truck drivers. The Board decided to approve of the plan adopted by the respective Joint Councils as long as the laws of the International are complied with.

Representatives Lyon, Sherman and McGovern of Local Unions No. 459 and 808 appeared before the Executive Board, asking the Board to eliminate the back tax of these Locals. The Board decided that no action be taken at this time and that the matter be taken up at the next meeting of the Board, after a complete audit of the books of these Locals had been made.

Brothers Mitchell and Donovan of Locals No. 723 and 733 appeared before the Board, relative to the elimination of the back pay per capita tax owed by Local No. 723. The Board decided to deny the appeal of the representatives of the Local.

Representatives of Local No. 471 of Minneapolis appeared before the Board and related the entire situation surrounding the Local Unions in Minneapolis. It was agreed by the Board that the Minneapolis situation be left in the hands of the General President and General Secretary-Treasurer, until an investigation and report is made by Vice President Geary.

Motion was made and seconded that the income tax of the General President and General Secretary-Treasurer be paid by the International Union. Made by Vice President Goudie and seconded by Vice President Conlin.

Motion was made and seconded that the office of the International be closed on Saturdays and go on the five-day week and the Local Unions be so notified.

Motion was made and seconded that Organizer Beck be instructed and given full charge of the matter pertaining to Cleveland delegates now involved in a court case, in Portland, Oregon. Delegate Edward Murphy, President of the Joint Council of Cleveland appeared before the Board and stated to the Board, if there was any expense incurred in helping the two delegates from Cleveland, in their trouble that the Joint Council and Local Unions in Cleveland would guarantee reimbursement for any expenses incurred.

The Board adjourned to meet at the call of the General President and General Secretary-Treasurer.

GENERAL EXECUTIVE BOARD MEETING

Miami, Florida, January 22, 1936

All Members Reported Present at Roll Call

A request for the endorsement to strike covering 20 members was received from Local Union No. 484, San Francisco. The request was granted by the Board.

A request for the endorsement to strike covering 300 members, was received from Local Union No. 553, New York City, on which the Board decided to take no action, until such time as all negotiations were exhausted and the Joint Council had taken action and endorsed same.

A request for the endorsement to strike, covering 300 members, was received from Local Union No. 25, of Boston, on which the Board decided, in view of the fact, the Local had not complied with the Constitution, relative to the dues of the members, no endorsement would be granted and that the decision apply to any and all Locals that have not complied with the law of the organization.

Brother Frank McGloone, of Local Union No. 107 of Philadelphia, together with his attorney Mr. Wood, appeared before the Board, relative to the suspension of the charter of Local No. 107. Brothers Backus and Thompson appeared in behalf of Local No. 407 of Philadelphia. The entire situation in the city of Philadelphia was discussed and the Board decided to revoke the charter of Local Union No. 107.

A further motion was made and seconded and carried that a temporary stay of action on the revocation of the charter be granted and the General President was empowered to negotiate an agreement with the proper officers of Local No. 107.

The General President reported and read an agreement he had agreed to, with Brother McGloone and the General Executive Board approved the agreement.

General President Tobin presented a lengthy statement to the possible appointment of himself as Chairman of the Labor Department of the Democratic party and the General Executive Board decided that in the event of such an appointment, the International would expend the sum not to exceed \$10,000 for this cause.

English Walling, representing the labor chest for the relief of the European labor leaders, appeared before the General Executive Board and explained the conditions in Europe, relative to the Labor Movement. The Board decided to contribute the sum of \$2,500, which was to be paid at the discretion of the General President and General Secretary-Treasurer.

Spencer Miller appeared before the Board in behalf of the Workers' Education Bureau and the Board decided to expend a maximum of \$1,000 and that a sum not less than \$500 per year be donated for this purpose.

A general report on the brewery situation was made, giving in detail the result of the several conferences, also the action of the Atlantic City Convention.

The Wagner Labor bill was also discussed by the Board.

Vice President Cashal made a long report, relative to the conditions surrounding Local No. 584 of New York City.

The General Executive Board approved a contract between the Bookwalter-Ball-Greathouse Printing Company and the International Union, for printing the official magazine, for a period of five years beginning with April, 1936.

The General Secretary-Treasurer made a report on his action in procuring a due book cover, in accordance with the instructions of the last Convention, which empowered the General Secretary to procure a suitable cover with a reasonable price, to be charged to Local Unions.

The Minneapolis situation was gone into and the matter was left in the hands of the General President and General Secretary-Treasurer.

The Board adjourned to meet at the call of the General President and General Secretary-Treasurer.

MEETING OF THE GENERAL EXECUTIVE BOARD

Held in Washington, D. C., February 5, 1937

All members of the General Executive Board were present, with the exception of Vice President Casey, of San Francisco, Calif. A telegram was read, which was received from Brother Casey, which was made a matter of record and the General President was instructed to wire Brother Casey the well wishes of the General Executive Board.

The payment of the security tax was discussed by the General Executive Board and it was finally decided that the General Secretary-Treasurer stand instructed to make full payment of the tax on all employees of the National Union, both to the State and the National Government. A committee from the Joint Council No. 32 of Minneapolis, Minn., appeared before the General Executive Board, consisting of Corcoran, Murphy and Dobbs, relative to the issuance of a Twin City Joint Council charter. Brothers Hickey and Campbell of Local Union No. 807 of New York City and Brother McDonald of Local Union No. 443 of New Haven, Conn., appeared before the General Executive Board relative to the violation of an agreement between both Local Unions. The Board instructed representatives of both Local Unions to meet and try and reach a satisfactory understanding. The General Secretary-Treasurer reported conditions in Local Union No. 344 of Hudson County and after a lengthy discussion the Board decided to revoke the charter of the Local Union and it was approved unanimously, as the Local was not being conducted for the best interest of the membership.

Business Agent Ruhl of Local Union No. 449, Buffalo, N. Y., appeared before the General Executive Board and reported on the action of the Joint Council of Buffalo.

The entire matter was referred to the General President and General Secretary-Treasurer with full power to act.

A request was made by Organizer Beck in behalf of the Highway Council on the Pacific coast. The matter being discussed at length by all members of the General Executive Board, a motion was made and seconded that the International organization apply to the American Federation of Labor for the right to organize the warehouse employees. Carried.

A question was discussed relative to the officership of Local Unions No. 723 and 733, and the Board was of the opinion that the two Local Unions be managed separately, but that no action be taken until Organizer Goudie makes a recommendation to the general office, when a decision shall be made in accordance with the laws of the organization.

The question of per capita tax owed by Locals No. 459 and No. 808 was discussed at length by the General Executive Board and a report on same was made by Auditor English and the Board decided that the old per capita tax be eliminated and the Locals pay the tax as found by the general auditor.

A motion was made and seconded that the elimination of the per capita tax of Local Union No. 671 be eliminated, passed, if approved by the General President and General Secretary-Treasurer.

A motion was made and seconded that the General President write Local No. 149 regarding the payment of back per capita tax now owed and instruct the Local Union to comply with the law when making payments on this back tax.

Secretary Cohen of Local Union No. 355 of Baltimore, Md., appeared before the Board in behalf of the striking

taxicab drivers of Baltimore and asked for financial assistance to carry on the fight. A motion was made and seconded that the sum of \$1,000 per week be donated to the Local to the extent of five weeks. Carried.

The General Executive Board adjourned to meet at the call of the General President and General Secretary-Treasurer.

MEETING OF THE GENERAL EXECUTIVE BOARD

Held in Miami, Florida, February 5, 1938

All Members Reported Present

The General President installed John McLaughlin as Vice President appointed to fill the vacancy by the death of Vice President Casey.

A committee composed of Brothers O'Brien, Hanley and Walsh of Chicago appeared before the Board, relative to the jurisdiction of the over the road truck drivers. After discussing the matter, the Board decided to grant full jurisdiction of these drivers to Local Union No. 710 of Chicago, Ill.

Brother Frank Brewster appeared before the Board, relative to the individual truck owners and their right to belong to our organization and it was decided to allow Local Unions to handle this particular question, the best they could, keeping in mind that under the law this class of men come under our jurisdiction.

Organizer Beck made a report of the organizing campaign on the Pacific coast and the reasons for holding conferences in the many cities in that district.

Brothers Lester, Applebaum, Marshall, Carrallo and Leopold of Local No. 70 appeared before the General

Executive Board for trial on charges preferred by Organizer Casey, who is acting as Trustee of Local No. 70 of Oakland, Calif. The charges were read in detail by Organizer Casey. Brother Lester acted as spokesman for all the defendants. Each defendant was given an opportunity to speak for himself and after two days discussion by the Board, all parties interested stated they had been given a fair hearing. The General Executive Board went into an executive session and thoroughly discussed the case and rendered its decision, finding all defendants guilty of the charges as preferred by Organizer Casey and decided on the following penalty:

First—Brother Lester was expelled from the International Brotherhood of Teamsters.

Second—The other defendants were fined the sum of \$50 each and were allowed three months in which to pay the fine into the treasury of Local No. 70. These men were also denied the right to attend any meeting of the Local for a period of one year and was further denied the right to be a candidate for any office in the Local for the period of five years.

This action was the unanimous decision of the entire General Executive Board.

The General Executive Board, by vote, complimented Organizer Casey for the way in which he handled the entire proceedings of the case.

A committee from the Joint Council of Chicago appeared before the General Executive Board in behalf of Vice President Goudie and requested that he be given a leave of absence, that all expenses be borne by the International, said expenses not to exceed the sum of \$5,000. The motion was read and seconded by Vice Presidents McLaughlin and Murphy. The Board voted to grant the request, Secretary Hughes voting No.

An appeal was read from Local Union No. 671, of Hartford, Conn., asking for funds to bring about an appeal for the officers and members of the Local who were sentenced to jail during a strike of the Local Union. A motion was made to allow the President full power to expend the necessary funds to help the members and officers of this Local now in jail.

A request was read asking endorsement for the right to strike by the Milk Drivers Local Union No. 302 of Alameda and Contra Costa County, Calif. Request was approved.

A request for the endorsement to strike was made by Local Union No. 50 of Belleville, Ill. Request granted.

A request for strike endorsement was read from Local Union No. 619, Manitowoc, Wis. Request granted.

Several applications for Joint Council charters were read, after long deliberation on the matter, it was decided that before the charters were granted an investigation should be made and especially where such application covered several cities in isolated districts and that the General Secretary-Treasurer use his best judgment in all cases.

Many complaints were read relative to the Locals in several cities who refuse to recognize the membership of other Locals in the loading and unloading of the trucks, when hauling merchandise to and from their own city. The Board decided to direct the general office to attempt to straighten out this matter with the offending Local Unions.

A letter was read from an eastern truck owners association asking for a meeting between the association and the General Executive Board. The Board decided to make arrangements for such a meeting in the near future.

A request was made to change the title of Local No. 713 of Chicago, Ill., however, objection was raised by an officer of Local No. 705 of Chicago and the Board decided to refer the matter to the Joint Council of Chicago, with instructions to call a conference of the officers of both Locals, No. 705 and No. 713, to the end that a satisfactory understanding on the jurisdiction could be reached.

President Tobin made a statement on his proposed trip to England during the month of July as delegate to represent the Labor Movement of America.

A telegram was read from the Joint Council of St. Louis, Mo., requesting that an organizer be appointed to work in that city. The Board referred the matter to the General President for answer.

A motion was made by Secretary-Treasurer Hughes that Vice President Geary, of St. Paul, Minn., be paid an annuity of \$200 per month during the remainder of his life, as a reward for his faithful services rendered to the International Union.

The meeting of the General Executive Board adjourned to meet when deemed necessary by the General President and General Secretary-Treasurer.

MEETING OF THE GENERAL EXECUTIVE BOARD

Held in Indianapolis, Indiana, June 14, 1938

All Members of the Board Reported Present

The meeting opened with several representatives of the various Locals being in attendance and a general talk was made by President Tobin on several situations surrounding our organization.

Organizer Dail and Brother Touhy of Los Angeles, Calif., appeared before the Board at the request of the General President to give the Board the information relative to the situation surrounding our organization in southern California.

A request was made for the endorsement to strike from the Bakery Drivers of Springfield, Mo. Request approved by the Board.

A strike request, covering 130 members, came from Local Union No. 174 of Seattle, Wash. Request endorsed by the Board.

Brother Schulz of Gary and Brother Johnson of East Chicago, Ind., appeared before the Board, requesting endorsement to strike covering the milk drivers in Lake County, Ind. The Board approved the request.

A request for endorsement to strike covering 18 members was made by Local Union No. 662 of Eau Claire, Wis., was read and referred to Organizer Picago for his recommendation.

An agreement was read between the Brothers O'Brien of Local No. 710 and the Chicago Teamsters, which is an independent organization, the Chicago Teamsters agreeing to relinquish jurisdiction over all over the road truck drivers and platform men. The agreement was approved by the General Executive Board.

Motion was made and seconded that the charter of Local No. 705-A of Chicago, Ill., be revoked, becoming effective on June 30, 1938, and that the membership of Local Union No. 705-A be transferred to Local Union No. 705 of Chicago and the funds of Local Union No. 705-A, if any, were in the treasury, be turned over to the treasury of Local Union No. 705.

A request for the use of the label of our International Brotherhood of Teamsters to be used on retreaded tires, was made by Alameda County, Calif., garage employing members of our organization. The Board decided to refer this matter to the General President for answer.

A resolution was read granting power to the General President and General Secretary-Treasurer to employ, by contract, an attorney to advise and represent the International Union. The resolution was approved.

A motion was made and seconded that the Executive Board instruct the General President to send a letter, endorsing the candidacy of Federal Judge Holley to fill the vacancy on the Court of Appeals.

A resolution was read instructing the General President and General Secretary-Treasurer to use all means to protect the officers and organizers of the International Union by employment of legal talent to defend, when necessary, our officers in the performance of their duties.

A resolution was read relative to small Locals in the large cities with membership too small to maintain paid officers. It was the action of the Board, that on the recommendation of the Joint Council in the district, that the Board withdraw the charters and have the membership transfer to the larger Locals.

A request was made for the endorsement to strike covering the membership of the Bakery Drivers of Cleveland, Ohio, Local No. 52. Request was granted by the Board.

An article appearing in the publication titled *Czars of Labor* was discussed by the Board and a motion was made and seconded that the Executive Board officers of the International be authorized to investigate and con-

sult with legal talent and be employed to bring action against the publisher on behalf of the International Union.

The Board was advised by President Tobin on the railway express drivers situation, relative to the encroachment of the express drivers that hold membership in the Clerks' Union, on the jurisdiction of our organization doing over the road hauling, also the city pick up and delivery freight.

The meeting adourned to the call of the General President and General Secretary-Treasurer.

MEETING OF THE GENERAL EXECUTIVE BOARD

Held in Miami, Florida, January 19, 1939

The Board was called to order by the General President and all members reported present with the exception of Vice President Goudie.

A letter was read giving the reasons why it was impossible for Brother Goudie to attend the meeting of the Board.

A general report was made on the financial and numerical condition of the International Brotherhood.

A request was read for the endorsement to strike covering 125 members of the Taxi Cab Drivers of St. Paul, Minn. The request was approved by the Board.

The strike situation in Omaha, involving 900 members of our organization, was discussed at length by the members of the General Executive Board and a report on the payments of relief for several Locals involved, was made by the General Secretary-Treasurer.

A committee composed of the President and Secretary of Local Union No. 470, of Philadelphia, waited on the Board and reported that some internal misunderstanding was going on in the Local Union. A report on the investigation by Organizer O'Brien was made and the Board upheld the action of the officers of the Local Union in conducting the affairs of the Local Union.

A committee composed of the Executive Board of Local Union No. 807 appeared before the General Executive Board at the request of President Tobin. The situation surrounding the internal affairs of the Local was discussed and certain instructions were given the officers of Local No. 807, to which the officers agreed to enforce.

A telegram was read from Washington, D. C., giving information that Local No. 271 of Detroit, Mich., had made a request of the National Labor Board to assist in straightening out the fight now going on against the Brewery Workers. The General Executive Board went on record against the Labor Board interfering in any case where members of the American Federation of Labor was involved in a jurisdictional dispute.

A report was made by Brothers Tobin and Gillespie that the members of Local No. 271 were locked-out for refusing to give up membership in the International Brotherhood of Teamsters. The Board took action and instructed the Secretary to pay benefits to the Local. The matter being put to the Board, it was passed, Secretary Hughes voting "no" on the grounds that the Local was only affiliated two months and under the law of the Constitution benefits cannot be paid to any Local Union until the Local has been affiliated for a period of six months.

The President and Secretary of the Building Trades Department attended the meeting of the Board and dis-

cussed matters pertaining to the jurisdictional dispute between the Engineers International Union and our International Union.

A report was made on the trouble between Local No. 694 of Scott County, Ind., and the General Executive Board endorsed a strike covering 100 members and directed that someone, delegated by the General Executive Board, assist in carrying on the strike, if it becomes necessary.

Vice President Cashal reported on the matter pertaining to the platform men and Local Union No. 807 of New York.

The condition of Local Union No. 753 of Chicago, Ill., was reviewed, on a protest received relative to the election of officers and the matter was thoroughly discussed, as the protest was based largely due to the fact that no election of officers had taken place in the Local Union for some time and the General Executive Board decided and instructed the Local Union that an election of officers be held as soon as convenient and not later than December, 1939.

A telegram was received from Local Union No. 150 of Sacramento, Calif., relative to accepting into membership men icing and repairing ice cars. The Board decided to send a representative to Sacramento on the matter, also instructed the Local not to put the question of jurisdiction in the hands of the National Labor Board.

A letter was received from Joint Council of Minneapolis, Minn., requesting that the charter of Local Union No. 275 be suspended and the membership be transferred into Local No. 289. The Board decided to refer the request to the general officers.

President Tobin reported about a protest from the Clerks International Union against our organization

chartering Local Unions of Auto Salesmen and asked for instructions so that he may be able to take a position on the matter when appearing before the Executive Board of the American Federation of Labor.

Attorney Judge Padway appeared before the General Executive Board and gave interesting and instructive advice to the members of the General Executive Board.

Motion was made by Vice President Edward Murphy that the General President be instructed to ask the Executive Council of the American Federation of Labor, District Central Bodies, to unseat Local Unions of the Brewery Workers until they comply with the decision of the American Federation of Labor.

Vote taken:

Michael Cashal, No.	John Geary, Yes.
John McLaughlin, Yes.	John Conlin, No.
Thomas L. Hughes, Yes.	Daniel J. Tobin, Yes.
Daniel Murphy, No.	Edward Murphy, Yes.

The General Executive Board adjourned, subject to call, by the General President and General Secretary-Treasurer.

MEETING OF THE GENERAL EXECUTIVE BOARD

Held in Washington, D. C., May 9, 1939

All members were present with the exception of Vice President Goudie.

The General President stated he had called the General Executive Board together on account of the disagreement, relative to the jurisdictional dispute between the engineers and our organization. The Board was to meet with President Green of the American Federation of Labor.

The General President also called attention of the Board to the action of the Interstate Commerce Commission, relative to the physical examination of our road truck drivers.

The General Executive Board met with President Green and several officers of the engineers at which meeting it was agreed that a committee meet later.

The Board was called on Tuesday morning and Attorney Byrne appeared before the Board, relative to the registration of the emblem of the International Union. A motion was made and seconded that the general office be instructed to proceed to have the emblem registered in all states in the union.

A request from Organizer Prohl for dispensation to reduce the dues of the New Orleans Local Unions was received and the matter discussed and motion made and seconded that the request be denied.

A request from Ed. Cohan, former Secretary of Local Union No. 643, was received that he be permitted to assume active membership in the Local, as he had been denied the right of active membership. The Board decided that the President be instructed to notify Mr. Cohan that he cannot take any active part in the affairs of Local Union No. 643.

Regarding the issuance of charters, the Board decided that in the future no charters will be issued to Milkers and Agriculture Workers.

A motion was made and seconded that the Board endorse actions of the Locals to protect the agreements, those of Locals Nos. 304, 226, and 302.

Vice President Edward Murphy, of Cleveland, Ohio, sent in his resignation as Vice President of the Inter-

national Union, which was accepted by the Board. Organizer Thomas Farrell, of Cincinnati, Ohio, was appointed to succeed Vice President Murphy as Seventh Vice President, until the next Convention.

Several representatives of the Service Drivers of St. Louis appeared before the Executive Board on the request of the General President, to answer complaints made by several employers on the taxi and passenger-carrying business. The matter was discussed thoroughly and the Board could not find any discrimination against any of the taxicab companies.

A motion was made and seconded that in view of the difficulty in Chicago, the Executive Board voted to pay to the Chicago Joint Council the sum of \$10,000 at once and \$5,000 more if needed.

A motion was made and seconded that the General President attend the Labor Congress in Switzerland.

A request for endorsement to strike, covering 100 members, was received from Madison, Wis., which was referred to the general officers for action, with full power to act.

A request for endorsement to strike, covering the entire membership of the Ice Drivers' Local in Houston, was received, same being approved.

The General Executive Board adjourned until further call from the General President and General Secretary-Treasurer.

MINUTES OF MEETING OF GENERAL EXECUTIVE
BOARD

February 6, 1940—Miami, Fla.

The General Executive Board was called to order on Tuesday, February 5, at Everglades Hotel.

The entire Board reported as present.

The rules set for the regular session of the Board were to meet at 10 a. m., to remain in session until 12.30 noon, and that all hearings to be held in the evenings during the session of the Board.

A report of the financial condition and the numerical strength of the organization was made.

The General Executive Board called in session Wednesday morning, all members present.

A motion was made and seconded that the rules of the meeting be changed to meet at 9.30 and to continue to 12.

A letter was read from the Joint Council of St. Paul asking for help for the Local in Austin, Minn. The matter was referred to the general office, with power to act on the matter.

A request from Joint Council No. 32, of Toronto, Canada, was read for the appointment of an organizer for that section. The matter was referred to the General President and General Secretary-Treasurer for action when they deemed it necessary.

A committee of two from Local No. 478, Newark, N. J., appeared before the General Executive Board, Brothers Fred Carlin, Secretary-Treasurer, and Milton Liss, Business Representative, to give testimony relative to the

internal affairs of the Local. Leo Carlin, President of the Local Union, did not appear before the Board, but had notified the General Executive Board that he would appear later to testify.

General President Tobin reported on the agreement between the Engineers and our organization and went into detail on our several meetings between the two organizations.

Attorney Joseph Padway appeared before the Board and advised the Board along lines to protect the International from law suits and court action.

The General President read a letter of instructions to the representatives of Local No. 478, of Newark, N. J.; also stated that Organizer Michael Cashal had been appointed as supervisor to advise and instruct the Local and make a report to the General President. He was given certain power to discipline the officers of the Local, if same became necessary. The letter was read and approved by the entire General Executive Board.

Representatives of Local Union No. 807 and Local No. 282 appeared before the General Executive Board on a question of jurisdiction between the two Locals. Brothers Devery and Hickey, from Local No. 807, and O'Rourke, of Local No. 282. A board of arbitration settled the controversy temporarily and recommended the entire jurisdictional dispute be settled by the General Executive Board.

Brother John O'Rourke, of Local No. 282, appeared before the Board, appealing for benefits and a donation to cover the expenses of a strike of the Plumbing Supply Drivers, of New York, N. Y. The strike did not have the approval of the General Executive Board and a motion was made and seconded that the appeal be denied. Approved.

The Board met Saturday night to hear members of Local No. 478, of Newark, N. J., on a complaint made by the prosecutor of Essex County, on the conduct of certain officers of the Local Union. Those present representing Local No. 478 were Leo Carlin, President; Fred Carlin, Secretary-Treasurer; and Business Agent Milton Liss. A motion was made and seconded that the General President be instructed to inform the committee from the prosecutor's office of the action taken by the General Executive Board on the conduct of the officers of the Local Union.

A motion was made and seconded that the International Union withhold the payment of per capita tax to the American Federation of Labor until such time as the decision rendered by the federation convention is carried out, relative to the jurisdiction of the Brewery Workers and our International Union. The General President is instructed to notify President Green of the American Federation of Labor of this action.

An amendment was offered by Vice President John McLaughlin, of San Francisco, that the General President be instructed to notify President Green that if the decision of the convention is not carried out at the May meeting of the Executive Council, that the future tax will be withheld.

Brother H. E. Wood, Secretary-Treasurer of Local No. 705, of Chicago, Ill., appeared before the Board on a question of jurisdiction over the oil drivers hauling out of Hammond, Ind., under the jurisdiction of Local Union No. 362. The Board refused to render a decision, in view of the fact that Local No. 362 had no notice of the appeal and no representation to defend the rights of the Local Union.

A motion was made and seconded that the decision of the Arbitration Committee on the controversy between

Locals Nos. 282 and 807 stand on the case. The decision is as follows:

- 1—When mergers in the trucking industry take place all employees go with the equipment.
- 2—That the seniority rating follows the steady men of the new employer. Men averaging four days a week be classed as steady.
- 3—The men affected by such merger shall be transferred to the Local Union having agreement with such barn or garage.
- 4—That the wages of the highest paid shall not be reduced but if the scale is paid by the new employer same shall be made uniform for all drivers.

A motion was made and seconded that where any Local picketing jobs and calling a strike that interferes with the agreement of another or other Locals, without sanction of the International, their charter shall be suspended or revoked. Carried.

Moved and seconded that the sum of \$1,000 be donated to assist the fight in Oregon to protect the labor movement in that State against the laws now in force in that State.

A request for financial assistance for the Taxicab Drivers of Kansas City, Mo., was made and a statement was read showing the expenditures during the late strike, which was not endorsed by the General Executive Board. The request was denied.

A request was made and seconded that a charter be granted to Butte, Mont., for a Joint Council covering the city of Butte and vicinity.

A request to refund the back tax of Austin, Minn., was read and the Board decided it was powerless to grant the request.

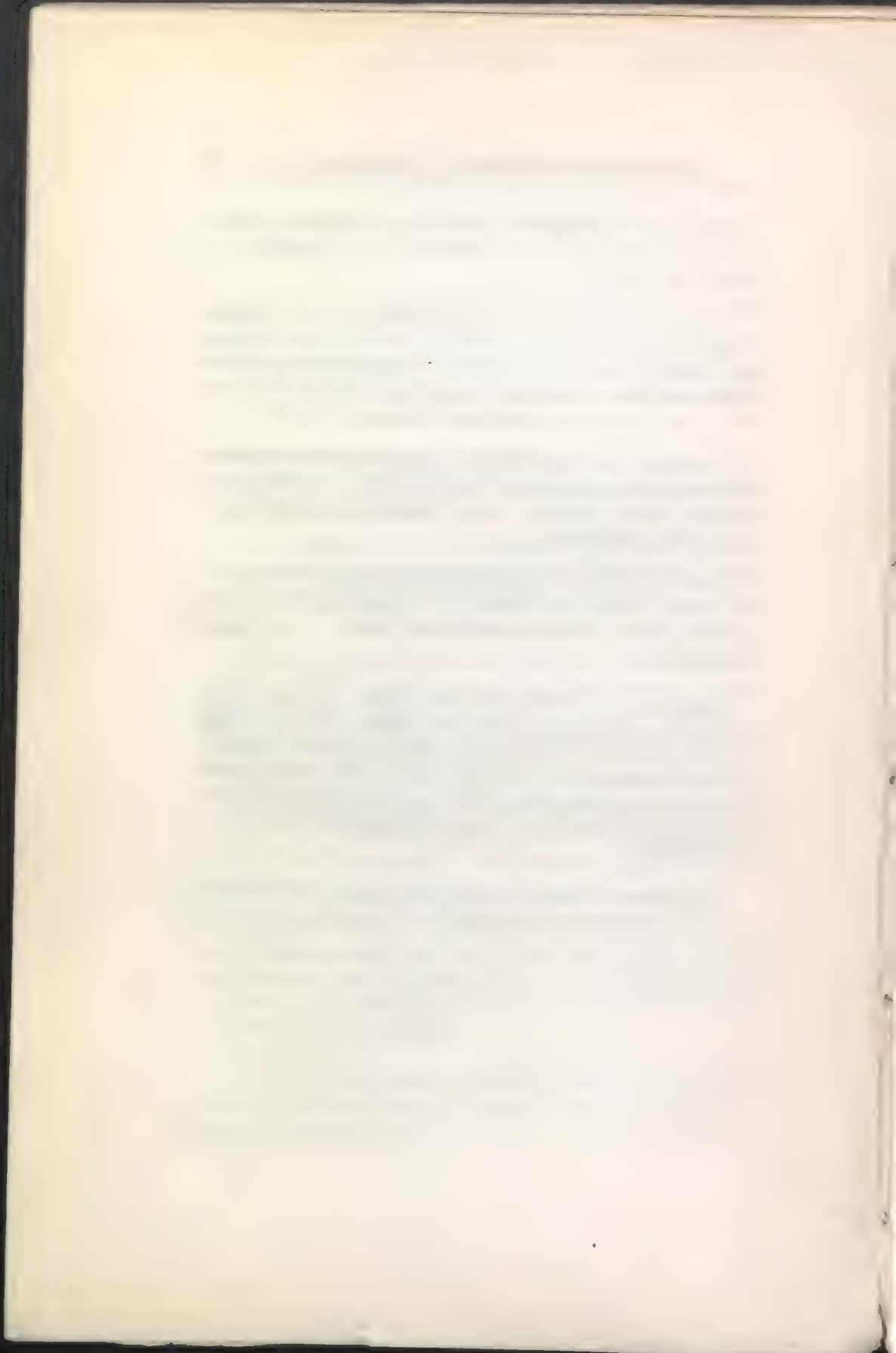
A motion was made and seconded that the General President be instructed to write an article for publication in the TEAMSTERS JOURNAL; instructing the Locals there could be no branch of any Local, the name or number of the Local permitted on such branch Local.

A motion was made that the general executive officers be empowered to lend any assistance necessary to help the Garage Local Union of San Francisco, in accordance with the Constitution.

A request for a charter for the men hauling cattle to the stock yards in Chicago, Ill., was made by John O'Brien, who appeared before the Board. The request was granted.

Brother L. J. Camie, of Local Union No. 600, of St. Louis, Ill., appeared before the Board on the request of the General President, to answer questions relative to the acceptance of transfer cards from other Locals. Brother Camie explained the position of the Local on the matter, which was very satisfactory to the Executive Board.

The General Executive Board adjourned subject to the call of the General President and Secretary-Treasurer.



PROCEEDINGS
OF THE
Fourteenth Convention

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS, STABLEMEN
AND HELPERS OF AMERICA

First Day

MONDAY SESSIONS

SEPTEMBER 9, 1940



HELD AT WASHINGTON, D. C.
SEPTEMBER 9 TO 14, 1940



PROCEEDINGS
FOURTEENTH CONVENTION OF
INTERNATIONAL BROTHERHOOD OF TEAM-
STERS, CHAUFFEURS, STABLEMEN AND
HELPERS OF AMERICA

Washington, D. C., September 9, 1940.

The Fourteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America was called to order at 10 o'clock a. m. in Constitution Hall, with Mr. Robert Lester, Local No. 33, Washington, D. C., presiding as temporary chairman.

A string orchestra composed of union musicians entertained as the delegates and visitors were assembling.

Miss Lynn Allison sang the "Star Spangled Banner" and "God Save the King."

The invocation was delivered by the Right Reverend James E. Freeman, Bishop of the Episcopal Diocese of Washington, and Rector of the National Cathedral.

John Locher, President of the Washington Central Labor Union and Vice President of the Maryland and District of Columbia Federation of Labor, welcomed the delegates and visitors on behalf of the labor movement in Maryland and in the District of Columbia. He said, in part:

"You have made great strides since your last Convention five years ago, more than doubling your membership and securing increased wages and improved conditions for your members. First organized in 1899, you have not the oldest, but perhaps the strongest, labor union in the world. Here in the District of Columbia you have eight local unions, some of them new, some of them numbered among our oldest and most substantial. At the head of the Teamsters Council you have one of our leading trade unionists, Bob Lester, an officer in the Cen-

tral Labor Union and in the State Federation of Labor. Bob not only is the guiding spirit of the Teamsters' Union, but he finds time to assist others while working twenty hours a day. Another rising young Teamster official, Jimmy Holden, of the Milk Drivers, is our treasurer, and Mike Tuzollo, of the Ice Cream Drivers, is our doorkeeper. So even when you are not holding a convention your organization is well represented in the labor movement of this city.

"I know something about the plans of the Convention committees and I am sure you will be busy during the week. For that reason I am not going to take much of your time. I wish you a happy, harmonious and enjoyable Convention."

Chairman Lester: Delegates, and especially visitors, I feel at this time I should call your attention to a very salient and a very important fact, and that is that this assemblage is going to be faced with a five-year backlog of business. It is a very large Convention and large conventions are always more or less unwieldy. We haven't a minute to waste, we haven't one minute to spare. If the delegates and visitors will kindly remain in order at all times, that will be a big help.

If you will notice, we have divested the opening ceremonies to the bare essentials, and we did that, not with the thought of slighting anybody in the labor movement, but because after all this is a Teamsters' Convention, and it is your business that we are here to transact. That is why we have invited so few people here to speak to you, and that is why I have asked those people, even distinguished people, Cabinet officers and others, to confine their remarks to just as few words as possible, so that we may get down into Teamsters' business—the thing we are here for.

At this time I have the honor of presenting to you the Honorable Melvin C. Hazen, President of the Board of Commissioners of the District of Columbia.

ADDRESS OF COMMISSIONER MELVIN C. HAZEN

Commissioner Hazen said, in part:

"I am here, gentlemen, on the invitation of John Locher, to welcome you to the Nation's Capital, your city as well as ours. This city is governed by three Commissioners appointed by the President of the United States and confirmed by the Senate. I happen to be one of those Commissioners. I want you to feel that this is your city, that you are welcome here, and I bring you greetings from the Board of Commissioners of the District.

"We have many places that you should visit. I suggest that you visit Mt. Vernon, the home of the Father of our Country, the most sacred place in all America. Visit Arlington, full of romance in history, the home of the Lees and the Custises, homes surrounded and framed by century-old oaks, one of the beauty spots of America. It is now the last resting place of the heroes of our country. We have the greatest libraries in the country, and I don't want you to miss the party that is going on up at the Capitol. I think you will be interested in that.

"I want you to feel perfectly at liberty in your own city. I am glad you are here. I hope your Convention will be profitable and beneficial to you, and if there is anything the Commissioners of the District of Columbia can do to add to your pleasure and comfort, I want you to call on us.

"I just want to say, folks, that we have much to be thankful for. When the world is torn as it is today, death and destruction on every hand all over the world, we in this free America certainly have much to be thankful for. And so I will just close by saying to you, God bless America."

Chairman Lester: Mr. Commissioner, we thank you for your very gracious welcome. We have at the present time on the platform the Secretary of Labor, who has

kindly consented to leave a busy day and to address a few remarks to you. She has also agreed to meet our ladies this afternoon.

At this time I present the Honorable Frances Perkins, Secretary of Labor.

ADDRESS OF MISS FRANCES PERKINS
(Secretary of Labor)

Mr. Chairman, Bishop Freeman, Mr. Tobin: I can't say how glad I am to have the opportunity to speak here at your meeting at the very first session, because it gives me unusual pleasure to be able to say that word of welcome from those of us who are a part of the Government of the United States as distinguished from those who are a part of the administration of the District of Columbia itself, and to tell you how glad many of us are that this great Convention is taking place in Washington at a time like this and is considering not only all of the many problems which come before you in the nature of the business of the International Brotherhood of Teamsters, but is considering and is bound to consider also some of the great problems of the world, which is in darkness today. Your Convention is bound to consider, too, some of the aspects of our national emergency, not only in relationship to the international crisis, but particularly with regard to our own domestic life.

I presume that while you are here in Washington you will not only be considering the business of the International Brotherhood of Teamsters and Chauffeurs and passing resolutions about it, but you will be talking in the lobbies and in the hotels and on the streets, and I hope in some of the corridors of the Department of Labor Building, about national policies, you will be talking about national life, and inevitably you will talk of it in political terms. That cannot be helped, and you will be evaluating our national life and progress in the terms of its reference to working people and the welfare and

progress which they are making in getting a better, a more complete and a happier life in these United States of America.

It has been a part of the glory of the American labor movement that ever since its very beginnings, its earliest beginnings, it has always desired to contribute to the common welfare. Never has there been a time, I think, when the American labor movement has stood aside and said these matters of other people are of no interest to us, we are for the Teamsters and only for the Teamsters. The American labor movement has never said that, and I hope it never will.

And so a part of the obligation upon you here this week is to consider not only the welfare and progress of the Teamsters, not only the progress of organized labor in general, but also to consider the progress of those 30,000,000 wage-earning people of the United States who are not organized into labor unions, many of whom will perhaps not be organized into labor unions for many, many years, or perhaps at all.

I want to thank you, in particular this International Brotherhood of Teamsters and Chauffeurs, for the efforts which you have made, and particularly the efforts of Dan Tobin, on your behalf, to bring about unity in the now split and broken American labor movement. This I think is one of the greatest contributions to the common welfare which you have made, and I want to thank not only Dan Tobin, but the rank and file of Teamsters all over this country, for where there have been delicate questions in this split in the labor movement your group has almost always put in a calm, pacifying and moderate hand and has tried to keep business moving as usual while men threshed out their differences of opinion, no matter how bitter and how violent they might be. Your union has tried to keep them from breaking out into these disagreements and into these stoppages of work which would inevitably paralyze the labor movement for many years.

And so you have all made a contribution to the common welfare, and you can think of that as a part of your contribution to that common welfare.

I am not going to talk much today about the Teamsters except to say that it is a fine union. I myself am delighted, in looking into your faces, to see that this is one of the unions that no one would ever dare say is made up of old labor "hacks." Mr. Tobin tells me that your average age is 31 years. That is a good age, I suppose, because at that age we are adult and grown up and still in the first vigor of our intelligence and daring. So that you can look forward to many years of effective work not only in the labor movement of the United States but in all the matters that have to do with the welfare of the people of the United States.

I do think it is of considerable importance today, when you consider the welfare of the United States from the point of view of the working people and the part which they have played in bringing about that improvement in conditions, to remember how many more people there are in the unions today than there were the last time your convention met, or the time before that—probably 8,000,000 people belonging to some kind of labor union in the United States of America today. That is a considerable gain over the days at the close of the last war, when three and a half millions were the most that anyone ever claimed for the organized labor movement.

I want to point out this and to say it because I feel it very sincerely, that as the labor movement has grown in strength in the last six or seven years in the United States, it has also gained steadily in leadership, in responsibility, in stability, and in its ability to make contributions to the common American problems and the solution of those problems from the point of view of the general welfare. For after all, all of our problems—labor problems, business problems, government problems, financial problems, agricultural problems—must all be resolved in the end in the light of the national and the common wel-

fare, for we do not live alone as teamsters or as garment workers or as coal miners or as carpenters; we live as members of a great community, sharing each other's burdens and problems. We Americans are committed to the idea of mutuality and cooperation in developing life and in giving each group every opportunity for organization in order to develop its own particular genius, and yet expect each of them to find the answer to their peculiar problems somewhere within the common welfare, within that pattern which makes for the welfare of everyone, and the labor movement in America has shown peculiarly in recent years its capacity to consider the common welfare.

In these days, when we are thinking in terms of the defense program and the position of the United States with regard to its national defenses, both economic, military, naval and social, we are bound to think somewhat in terms of how many people there are who are able to do the work that needs to be done. And so you hear on every side these questions as to whether we have a shortage of skilled labor supply. The answer for the present is no, not until the program before us is much larger than it is today, do we have an actual shortage in skilled labor supply.

But we know this, these ten years of depression and subnormal activity on the part of our great industrial centers has brought about a condition where the old way of learning a trade by the hard way of apprenticeship, spending three or four years under skilled supervision, we know that that opportunity has been lacking. And so for the last two years in the Department of Labor we have been trying to develop a sound program of apprenticeship under the supervision of American labor, American manufacturers and industrialists, a program of practical training of the young men, hardly more than boys today, so that they may grow up to be skilled workmen and leading workmen, the men upon whom all industry relies for the laying out of the work, so that they may

be trained and ready to take their places when the older men in the various trades find opportunity to retire.

I don't know whether you know that we already have thousands of young men workers in apprenticeship. There are about 100,000, as a matter of fact, who are now in such courses—and I mean true apprenticeship, I don't mean vocational training, I mean training in the shop, in the factory, in the naval yard, directly under the supervision of skilled workmen. We have regional offices all over the country—in Boston, Denver, Harrisburg, Pa., Austin, Tex., and Madison, Wis., and now we have an intensive campaign on and we expect before the end of two years to have about 500,000 young workers in these apprenticeship courses.

The committee has reported that the experience of the United States in the World War proved that the time required for training apprentices to become skilled mechanics cannot be shortened appreciably. Management and labor are working with us on an agreed plan for the training of future skilled workers, not by any short-cut methods or by government subsidies, but through carefully worked out standards of training.

This active cooperation of management and labor in a unified nation-wide program of apprenticeship will make a significant contribution to the fulfillment of the preparedness program and will materially assist in meeting future bottlenecks in production.

The expansion of the activities of the Apprenticeship Committee will provide industry with an adequate supply of skilled mechanics and give to our youths an opportunity of becoming competent craftsmen.

The two major needs in connection with the labor supply for national defense, it is generally recognized, are semi-skilled specialists and a comparatively smaller number of highly skilled workers. The mass of workers in modern production plants are semi-skilled. The smooth flow of work depends on an adequate working force of skilled craftsmen who know all of the operations in a

particular trade. The training of the semi-skilled men can be carried on in a relatively short time within the industry and in conjunction with the existing vocational educational facilities and with other available agencies capable of providing assistance. This training for such jobs is now being greatly speeded up, and, like the training of skilled mechanics, will continue to be expanded.

I want to call your attention, too, as you evaluate the progress the value of the nation in the solution of some of its social and economic labor problems, to the social and economic legislation which has recently been enacted. The Social Security Law, with its provisions for unemployment compensation and old age insurance, is one of the greatest forward steps in providing security for the American working man, so that he is not thrown on the ash heap either when he is old or when, by some change in the industrial life over which he has no control, he finds himself temporarily or often for a very long term out of work.

The wage and hour legislation which has been so much a part of the program and which labor has endorsed so heartily is based upon the conception that in this great, rich country of ours there is work for everybody, and that one of the easiest ways to have work for everybody is to provide for a shorter work day, so that there shall be more jobs for all the people. However, we have been wise enough, and I hope successful in that wisdom, in providing not for a rigid 40-hour week, but for a flexible work week, so that there might be overtime when it is needed. The check upon the overtime exists in the time-and-a-half which must be paid for that. But we haven't got that rigid law which the French had, to their regret, which did not allow them to open their factories after they had worked the permitted 40 hours a week. We have a very different kind of law, and one which will serve us well in the years to come.

The free public employment services have brought to the wage earners of this country great gains, and like-

wise business and agriculture have profited by these free public employment offices. Twenty-nine million people have been placed in jobs during these last six years, since they have been in full operation, and today we have 3,000 employment offices scattered all over the United States, where a man can go and find out what jobs are available, not only in his own community but in other communities and states where his trade might be needed.

Under the social security program more than 28,000,000 working people are insured against loss of jobs, and a billion dollars has so far been paid out to working people unemployed, out of the regular compensation funds to which they made contributions. Altogether some three billion dollars have been distributed under the Social Security Law to the unemployed, to old people, to widows and orphans, to the blind, and some 50,000,000 people are covered by old age insurance benefits which have not yet matured, but to which they are contributing and which will be available for them to draw upon when they reach the age of 65 and retire.

The Wage and Hour Act and the Public Contracts Act have been of great benefit to workers and have aided that vast majority of fair employers in combating what we used to call industrial chiselers. The former provides at present a minimum wage of 30 cents an hour and a 42-hour week in industry in interstate commerce or producing goods for interstate commerce. The work week will be shortened to 40 hours next month. Approximately 2,400,000 wage earners were working more than 42 hours and 650,000 were earning less than 30 cents an hour when these provisions became effective. So every time the minimum wage of the lowest paid people of the United States is lifted to a decent living standard, you have at once a greater purchasing power, a greater market for consumer goods, and you set the standard by which the wages of the skilled are bound to be changed, for if the lowest unskilled groups are paid a minimum

of 30 cents, then the higher skills are bound to take their place above them in the usual relationship.

Under the Public Contracts Act, which requires the observance of a 40-hour week, no child or convict labor, payment of prevailing minimum wages and observance of safety and health standards, 24,099 Government contracts valued at nearly two billion dollars have been let in the last four years to firms all over the United States. The various programs which have been in effect in these recent years to shorten the working hours have been aimed at providing more jobs, which in turn creates additional demands for goods and services. They have achieved their purpose and the re-employment, both private and public, brought about by certain of the programs launched since 1933 has notably improved the situation in the interests of the wage earners, business men and farmers and has operated for great and lasting advances in the national well being.

In this connection our total non-agricultural employment is more than 1,000,000 greater than a year ago, with factory pay rolls alone showing a rise of nearly \$22,000,000 weekly. Furthermore, this employment is some 9,000,000 greater than it was seven years ago, and then we add to that 2,000,000 more people who have been engaged on public works activities of one sort or another, making 11,000,000 more people at work for wages today in the United States than were at work in 1933.

This, I think, is one of the things we ought to measure soberly as we think about the progress that has been made in the solution of our national problems. I don't think that this opening speech of mine, this opening address, is any place to talk politics. I presume you will talk that in the lobbies, but I cannot leave you, I cannot go away from this platform, addressing a group of men who are so seriously concerned with the welfare of all of the people of the United States, without reminding you that these programs and that the programs we have today with

housing and with many, many other advantages to working people have taken place in the last seven years during the administration of President Roosevelt. (Applause.)

Chairman Lester: Madame Secretary, we thank you for your kind remarks.

We have with us this morning the successor, and a very worthy successor of one of the all-time high lights of labor. I refer to the young, aggressive and successful successor of Frank Morrison, in the person of George Meany, present Secretary-Treasurer of the American Federation of Labor.

ADDRESS OF GEORGE MEANY
(Secretary, American Federation of Labor)

Mr. Meany: Mr. Chairman, Brother Tobin, distinguished guests and fellow trade unionists—I want to say at the outset that I am thoroughly in harmony with the proposal of your Chairman, that the welcoming feature of this convention be expedited to the greatest possible extent, and I am going to do my part by being as brief as it is possible to be.

It is a great pleasure to come here this morning and to welcome, on behalf of the American Federation of Labor, this splendid delegation from the Brotherhood of Teamsters. You have every reason to be proud of this splendid gathering here this morning, because it is an indication of the progress that your organization has made over the past 40 years. Not only are the numbers present an indication of progress, but the record that you have made in advancing the conditions of life and of work of your membership is indication of progress, and after all, when you can present a record showing that you have improved the conditions of work, that you have reduced the hours of labor for those whom you represent, that you have increased the income and the wages of those whom you represent, then you are able to present a record that indicates that you are carrying out the first

purpose of a trade union, the only real, vital purpose of a trade union, of bettering the conditions of life and of work of the people you represent.

You are meeting here this morning at a time which gives cause for serious thought to all of those who believe in trade unions and who believe in that system of government under which trade unions are possible. When we look across the water and see what has happened to the various democracies of continental Europe, it gives us cause for some thought, because under our system we have been able to advance the cause of a better life of the large portion of our population, and we shall continue that system in effect. And so when we look abroad we see that labor has a job, that every organization, whether it be small or large, has a job to do, and that in the days to come we have to see to it that our type of government is maintained, the type of government under which we have established a trade union movement without parallel in the history of the world.

When we meet in conventions such as this it is here that we give thought to the program of our national Government in order that we may be prepared to meet any eventualities that may come. I am sure your organization is going to give thought to that program. In the past few months a great deal of work has been done and labor has cooperated to a large extent with the national Government in its defense preparations. No organization has given greater cooperation than yours, through the person of the President of your great organization, Brother Daniel J. Tobin. He has been at the beck and call of the President of the United States, and he has rendered yeoman service in preparing the defense plans which we must go through in order to prepare to meet this dictator threat which comes from the other side.

I may say to you also that the American Federation of Labor, an organization which is grounded in the funda-

mental principles of democracy, is prepared and is taking a vital part in these defense programs. We have today the largest membership in our history, and not only do we have the largest membership, but I would like to record one fact here that is more important, perhaps, than a large membership. When you look over the American Federation of Labor and its membership from one end of this country to the other, you find absolutely no divisions, no divergent opinions on this question. Every single organization affiliated to the American Federation of Labor has indicated that it is going to put its shoulder to the wheel to help this Government of ours prepare to preserve the type of government which we have been so successful with in the past. We find the American Federation of Labor today as it has always been, closing its gates to those who would bring the foreign isms into our midst. During the past ten years or so we have been adamant in our refusal to see any difference between a dictatorship under the Communist rule or a dictatorship under the Nazi rule or the Fascist rule. Today we find we have many friends who go along with us in that feeling. But today, above all else, we use that feeling, developed over the years, for a very useful purpose of serving our great Union.

Without attempting to bore you any further I want to say that this is a most important item before this or any other organization, whether it be an organization of business men or an organization of any other type. Any organization worthy to be called an organization must keep this one thought uppermost in their minds, that we must prepare, we must cooperate and put our shoulders to the wheel and help our Government prepare to meet any eventuality that may come in the form of a totalitarian threat.

I know the American Federation of Labor is ready, I know the American Federation of Labor is going to cooperate, and I am positive that in cooperating they are

going to have the assistance and the full cooperation of the Teamsters' organization in the days to come.

Thank you.

Chairman Lester: Secretary-Treasurer Meany, we certainly thank you for your magnificent address.

Delegates, at this time I wish to present John P. Coyne, President of the Building and Construction Trades Department of the American Federation of Labor.

ADDRESS OF JOHN P. COYNE

(Building and Construction Trades Department,
A. F. of L.)

Mr. Chairman, President Tobin, delegates and distinguished visitors to this Convention of the Brotherhood of Teamsters: This wonderful Convention, gathered this morning, representing the largest organization affiliated with the American Federation of Labor, is one of the privileges which has been lost by several of the democracies of the world during the past year. It is hardly necessary for me to dwell upon what has already been so well said by Secretary-Treasurer Meany, that the only thing we must pay particular attention to is the cooperation which has already been extended to our Government in maintaining those privileges which we enjoy today—free assemblage, free speech and free press.

I do not want to use up much of your time this morning, and I shall only say that it is indeed a privilege to me to extend to you the fraternal greetings of the Building and Construction Trades Department. I have been closely associated with your President, Dan Tobin, in the capacity of President of your organization, and very recently in his capacity as assistant and adviser on matters pertaining to labor in connection with the national defense program.

I want to assure your organization that he has convinced every one who has come in contact with him that

your organization is cooperating to the fullest extent with that defense program.

I hope your deliberations here will result in a better understanding between all members of your organization and their associated national and international unions. I am sure that the one thing you have in mind, as expressed by the President of your organization, is that it is the desire of your organization to make this country a better place in which to live.

I thank you.

Chairman Lester: Now we shall present a man who will deliver a very important message to you—Brother I. M. Ornburn, Secretary of the Union Label Trades Department of the American Federation of Labor.

ADDRESS OF I. M. ORNBURN

(Secretary, Union Label Trades Department, A. F. of L.)

Mr. Chairman, distinguished guests, President Tobin, Secretary Hughes, officers, delegates and visitors in attendance at this Convention: If I could read one's mind I have a pretty fair idea of what President Tobin is thinking about on the platform at this time. I have an idea that he is comparing this magnificent gathering with the meetings you used to hold back in 1900, when he joined this union and became one of its outstanding officers, one of its organizers, serving through the local offices of your local unions and later on becoming President of one of the greatest unions in the world. I have an idea that he is thinking about the days when some of the pioneers in this union used to know no limitations upon the hours which you were required to work. I know that before, under the leadership of Daniel J. Tobin, many communities in the United States were unorganized, and I know some of you boys here in this meeting remember the days when you were required to work 12, 13 and 14 hours without any thought of overtime or

without anything to say about the number of hours you were going to work.

Not only has the leadership in the International Brotherhood of Teamsters and Chauffeurs shown the way for the men in your industry, but in the councils of the American Federation of Labor, since I became a member of the Cigar Makers' International Union, President Tobin has been on the inner councils, advising and counselling with other unions in the Federation.

I want to remind you of this fact this morning, that we are meeting here in one of the few remaining countries in the world where you are free to meet and discuss any subject that you want, you are free to worship God in any church, you are free to become a part of any political party that you desire to belong to.

The American Federation of Labor was founded upon voluntarism. There is no compulsion in the American Federation of Labor. It is a federated body and any national or international union can belong to the American Federation of Labor or they can resign and withdraw when they reach that point that they do not want to agree voluntarily to the majority opinion of the American Federation of Labor.

President Tobin has served on many councils in the American Federation of Labor. He has witnessed here in the United States the writing of the Workmen's Compensation Act on the statute books of every one of the 48 states. The Workmen's Compensation Act is an act that was sponsored by the American Federation of Labor for the relief of those fatally injured in the course of their employment. I remember the time quite well that when a teamster was injured in the course of his employment the only redress he had was to resort to counsel, to bring suit against his employer, and if judgment was awarded and collected the employe was soon afterwards discharged because he had required the employer to compensate him for loss of time on account of his injuries.

One of the leaders in the American labor movement responsible for the Compensation Act is none other than Dan Tobin.

And so we meet here today in the greatest country on the face of the globe, and I think I can say to you that under the leadership of Daniel J. Tobin, no other organization in the American Federation of Labor has made a greater contribution to the progress that labor has made in this country than your organization.

It is a strange thing about Americans that they do not like to be compelled to do anything, and I haven't the slightest reservation about what Americans are going to do when it comes to defending the shores of America. I do have some doubt as to American labor's attitude when it comes to going across the sea, but I am not going to discuss this question with you here, because we can safely leave to the leadership of Dan Tobin the right and the best way for this union to meet that program.

I am going to try to leave a message with you to take back to your membership, because naturally I would not be the Secretary of the Department if I did not believe in the duties assigned to me in that capacity.

Members of labor unions, their families and friends have discovered that in order to maintain American labor union standards it is necessary to buy union label goods and patronize union services. At last we have found that in order to sustain higher wages, shorter hours, and better working conditions, which have been established through collective bargaining, it is the height of inconsistency not to maintain these standards through the collective buying of union-made goods and the collective patronizing of union services.

The chief objective of the Union Label Trades Department is to promote and publicize union labels, shop cards and service buttons, the official emblems of National and International Unions affiliated with this Department of the American Federation of Labor. We have made unusual progress during the past few years. Merchandisers

and manufacturers, realizing the value of the union market, are becoming more and more union label-conscious.

The Union Label Trades Department greatly appreciates the splendid support it has received from the able officials and loyal members of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, and the Women's Auxiliaries who are helping to make each one of the union label crusades a success.

Now I just want to discuss very briefly with you the question of Women's Auxiliaries and to say to you that I do not want to impose or inject any policy in the convention of this International Union, but I am sincerely interested in the formation of Women's Auxiliaries. Your wife is entitled to know why you belong to the union through which you earn your money and how that money is to be spent, so it is your job to tell her why you belong to the union and relate to her after this convention is over the progress which has been made through this organization. If you do not take the women folks into your confidence and let them know how to spend your money earned under union conditions, then I believe you are doing your women folks an injustice.

The union label stands for fairness toward employer and employe alike. It is a mark of mutual cooperation and good will. It is the symbol of the principles for which the American Federation of Labor stands. In any consideration of the union label it is essential to look upon it as a banner of a great cause. That cause is the American Federation of Labor. We believe in the protection of American workers and American industries against importation of foreign-made products. We believe in arbitration to settle industrial disputes. We have fought for the protection of all workers, which include those who are unorganized. The A. F. of L. believes in the political institutions of the United States. It has no desire to change our economic system. It believes that industry should receive a fair return for management and that fair interest should be paid on capital invested. In other

words, the American Federation of Labor believes in no "ism" but Americanism.

The Union Label Trades Department through the cooperation of Central Labor bodies and union label committees in conjunction with the Union Label Leagues and Women's Auxiliaries in various cities has carried on an active campaign for the union label, shop card and service button. "Union Label Weeks" are very popular. Proclamations have been issued by many mayors and in a few instances by governors of states for this six-day period which is set aside for the promotion of union label goods and union services. Local union label exhibits have been held in many cities. Local merchandisers and manufacturers of union label goods and also those who employ union services obtain booth space at these union label shows and they have greatly stimulated the demand for the union label, shop card and service button. In addition to these splendid activities local union label committees are constantly carrying on radio programs to publicize union label goods and union services.

Just at this point let me say to you, my friends, that in traveling all over the United States in the interests of the Department, I have never called upon an officer of a local union of the International Brotherhood of Teamsters for assistance and cooperation but that I have received it.

It is the policy of our Department to encourage a friendly relationship between employers and employes in every industry. It is our desire to constantly promote the sale of union label products. We want to deliver this union-conscious market to those merchandisers and manufacturers who have collective bargaining agreements with A. F. of L. labor unions. We are continually urging the members of labor unions, their families and friends to buy only from those firms that display the union label, shop card and service button. We know that we must reciprocate with fair employers by buying their union label goods and using their union services.

Did you know that during every hour that we are

awake the members of labor unions and their families spend one million dollars of union-earned money? Do you know that this vast purchasing power is one of labor's most formidable weapons. And did you know that these union label-conscious buyers are wide awake and form the most powerful economic force in our American market today? Powerful because they know when they patronize only firms that display the union label, shop card and service button that they are fair to themselves; fair to their own union; fair to other union members; fair to union employers; and above all, fair to America.

From a purely selfish motive union men and women should buy union label goods because it is the best way they can be fair to themselves. It is a practical method of increasing the contents of their own pay envelopes. Every dollar spent for union label goods and union services is a vote for higher wages, shorter hours and better conditions.

While much effort has been expended by organized labor in familiarizing the general public with union labels, until recently too little has been said about the shop cards and service buttons. As a result labor's friends who seek the union label in garments and hats, on printed matter and other finished products have begun to amplify their vigilance in patronizing those retail services and allied firms where the shop card and service button are prominently displayed. If the union label campaign in its entirety is to achieve the success it so richly deserves, it behooves us to keep constantly in mind this most important phase of our drive to establish and maintain ideal working conditions and adequate wages for American workers. We must see to it that these benefits are secured not only for those workers engaged in manufacturing lines, but as well for those thousands upon thousands of our loyal members who render cheerful and efficient service directly to the public in shops throughout America.

Today sales experts acknowledge the fact that the

three-foot sales counter between the customer and the retailer is the bottleneck of all sales. It is at this point of contact where the buyer of goods demands the union label. If customers continually demand union label goods, the intelligent retailer knows that he must have union label goods on his shelves. If the merchant does not have the goods, the alert union label-conscious buyer should always be ready to inform the merchandiser of the various brand names of union label products.

In addition thereto, all of the union label organizations should be made aware of all of the companies that employ members of the International Brotherhood of Teamsters and Chauffeurs.

My friends, it has been a genuine pleasure to come here, not to lecture you, but to thank you for what you are doing for the union label, shop card and service button, and to tell you how pleased I am at the generous contribution your international officers, your Joint Councils and the individual members of your union throughout the United States and Canada have made. My only wish is that during your stay here in Washington you will enjoy yourselves, and that the Union Label Trades Department may merit your continued support and cooperation.

With best wishes for a successful convention, good luck to you.

Chairmen Lester: The address made by Secretary Ornburn, of the Label Trades Department, should certainly get a nice audience in the gallery. He has made an interesting and instructive talk, and I hope our ladies and those who came with them will take those remarks to heart.

Now I will indulge in a distinction that has come to very, very few teamsters. We have our convention every five years, so there have been very few teamsters who have been accorded the honor and the privilege and the pleasure of introducing an outstanding man of the labor movement, our International President, Daniel J. Tobin.

PRESIDENT DANIEL J. TOBIN

Fellow delegates, visitors, trade union representatives and friends: I want to thank you for your kind and generous reception. Our time is slipping along and I must at this particular time be brief in order to conclude the work that should be performed at the opening session. As you know, the convention is not organized until the report of the Committee on Credentials is read and adopted by the convention. That will be the next procedure after I get through the few statements I am about to make.

Let me first remind you that when we applied for the use of this hall, willing to guarantee the usual fees, which are quite reasonable, there were certain rules and conditions laid down governing the acceptance of our application, and one is that there is no smoking allowed in this hall. I trust you will observe that.

I listened very attentively and with a great deal of interest to the remarks made by the previous speakers; especially to my associates in the trade union movement, who have addressed you this morning. Most of them I have known intimately for perhaps 25 or 30 years. First I want to make my position clear, and that of the General Executive Board. The local Committee on Arrangements had all to do with the invitations. The International Executive Board left the invitations to the local committee; consequently, if there is anyone who has not been invited—and I feel there are many who should be here who were not invited because of substantial reasons—but they must blame that on the local committee.

I did not say that the average age of the members here was 31 years. The average age of our total membership is 31 years. That extends over the enormous membership of the International Union, which is undoubtedly at this time 500,000. We have, I think, received tax on 475,000 for this last month of August; but there are perhaps 25,000 that did not pay their dues last month, and there are undoubtedly over 500,000 enrolled in our membership

throughout the nation. To me, of course, it is a revelation, difficult to explain, and a feeling permeates my system that no words can express, to stand before you here as your President and have the honor of presiding over this convention. Not only do I rejoice in the work of our organization through you, the chosen representatives throughout the nation, insofar as your economic conditions have been improved, but I rejoice because of the outstanding changes in the physical appearance and mental conditions of our membership resulting from our trade union movement. This morning's paper, *The Washington Post*, had an item in which it said the sumptuous, glorious, etc., Mayflower Hotel had its lobbies crowded by the delegates to the Teamsters' Convention; that they are well dressed but they are hard-boiled, tough looking in appearance, the whole aggregation. The owner of *The Washington Post* used to be a man whom I will not mention but I think you should inquire who he was—a bitter enemy of organized labor. I am not speaking about the present owner. I knew him. I stand for freedom of the press but I do not stand for untruths. Tough looking delegates! If you ever want to go to a meeting of some of the business interests, especially the Chamber of Commerce, and look over them, you will see some tough looking birds attending that meeting. As a matter of fact, what I started to tell you was that the Daughters of the American Revolution, after inquiring scrupulously into our record, I am informed by the Superintendent, unanimously voted to grant us, at their price, the use of their hall. They have, I suppose, as you know, very often refused other organizations, economic, business and social, the use of this hall. In other words, they are careful that their building, which has been erected as a tribute to the Revolutionary heroes by their descendants, shall be preserved and maintained with the dignity that it deserves. When we applied for headquarters in the Mayflower Hotel—that is, Secretary Hughes—they ran their arms

around us, so glad we were coming, because they had inquired from other hotel company associations as to our conduct and they found we were not only well behaved (this is not an answer to the comments I have just quoted), but they found that over a period of 25 or 30 years we had not only been well-behaved at all hotels—not throwing bottles out of the windows as some of the elite organizations had been doing—but that we ranked as the outstanding, high characterized convention in other cities where we have held conventions. I want you to maintain that reputation, because you are not here as individuals. I am sure you will. You are here representing the hard-working men who constitute our membership, men who have families. You are the ambassadors of those men, and upon your shoulders devolves the responsibility of holding high that dignity and responsibility while attending the sessions of this convention.

I have on the schedule this afternoon, President Green of the American Federation of Labor. I would like to have you all here at the appointed time, immediately after we reconvene this afternoon. I will perhaps read my report this afternoon, which is dealing with only a fraction of the important, serious conditions that have confronted us and that we have experienced during the past five years. But I want to read one or two short items, actual statistics as nearly as I have been able to develop them.

The hours of labor within the past five years have been reduced from an average of 60 hours to 48, by the membership of our organization. In a few instances we are working less than the 48; in some places 44 and 47; but I think it is fairly conservative for me to say that our entire membership are perhaps working not more than 48 hours per week without receiving overtime. I hold that whoever lives for the next convention will see those hours substantially reduced, and I hope that I live to see the hours of the truck drivers, the milk driver, the coal driver, not more than 40 hours per week. But allowing that the average is 48 hours—I might say here that we

have made wonderful progress. When I drove a truck or team of horses in the City of Boston, our contract was 66 hours per week, and we had to go on strike for several weeks to bring the contract from 72 to 66. Basing the average weekly work of the 500,000 members, there is a substantial reduction within the past five years of 12 hours for each man working at our trade. I have no way of computing the reduction of hours obtained by non-union drivers, but I assume from my knowledge and understanding of the situation that there are thousands of non-union workers engaged at our craft who have also benefited because of the reduction of hours enjoyed by our members. I know that in the City of Boston there is a large non-union milk distributing organization. Drivers of milk wagons in Boston have spent time and money and energy in endeavoring to organize that only non-union plant. This is given to prove my previous statement that every time the union drivers obtained a reduction in hours or an increase in wages the managers of this non-union concern—that had some semblance of a company union—reduced their working hours and increased accordingly the wages of their non-union employes, and the unfortunate, ignorant drivers accepted the terms of the bosses. But the disadvantage is this; that when one of the men is discharged—in order to give a place to the third or fourth cousin of the boss—he has no redress, he must accept his discharge. That is not true of our union members. There are many other disadvantages too numerous to mention. I merely mention this to prove that we have helped substantially the non-union workers.

Now then, basing the 12-hour reduction per man per week for 500,000 members, it amounts in a year to 624 hours. Or divided by eight hours, which constitutes a day's work, it represents 78 full working days per year, eliminated from each individual member. If you want to go further, multiply this 78 days per year per member reduced labor because of union conditions, by 500,000,

which is our estimated total membership, and you have almost the unbelievable number of 39,000,000 days per year of labor reduced by our organization. This relieves unemployment but of course the average set of men, consisting of a truck driver and helper, on a five, seven or ten ton truck, does as much work in eight hours as six sets of men with horses did 20 years ago when they worked 11 and 12 hours per day. In other words, 1,000 coal teamsters in the City of Chicago, or some other city, are delivering six times as much coal as was delivered by horses 20 years ago.

During the past five years our average membership has increased their wages by about \$4.02 per week. That's a very conservative average. In some instances our people got no increase. In many instances non-union men that we organized received 10 and 12 dollars per week increase. In one or two instances where wages were extremely high and business conditions extremely bad—I only know of two throughout the nation—our people were forced temporarily to take a slight reduction, but the average increase has been about four dollars per week over the same time five years ago. This amounts, on 500,000 members, to about \$104,000,000 per year in increased wages at the present time over what they were five years ago. Not going back four or five years, but going back three years, it amounts to \$312,000,000 extra that have been put into the pockets of our members in increased wages over the past three years. Let me remind you that in the past three or five years many other organizations have suffered substantial reductions and set-backs due to the stagnation in industry. For the glorification of the masses of the workers throughout the nation, I make these brief statements in the opening of our convention. I say to the women attending our convention, who are in many instances the guiding stars of the membership—I want you to take these few facts solemnly home with you, and then I want you to look back

on the history of this organization—and we are only typical of many; we exemplify the innumerable millions of workers who were in practical slavery at the beginning of the century—and you can safely say that all have been benefited as a result of the trade union movement. But no organization on the face of this civilized world has, in my judgment, accomplished the conditions for its membership that have been accomplished by this International Brotherhood of Teamsters. It is unfortunate that we have no methods or means except by our own expressions and by the labor press of the nation, of setting forth the true facts concerning the trade union movement of America. We can't get space in the newspapers to publish these facts because they say those things are not news, and this is propaganda. They lose sight of the fundamental behind these established conditions; they lose sight of the fact that when we had, over a period of three years, \$312,000,000 in extra money brought into the home of our members, we are encouraging and helping commerce and business in the community and spreading education amongst our children and future generations. I used to have a friend who was a Catholic missionary at one time, and he used to say, "Mr. Tobin, things are getting too easy for the Church in this country; give me back the days when the fight was on the Church from the inside; give me back the days of the A. P. A. Movement." You men here do not remember those days. He said one A. P. A. Movement was worth five hundred missions, because it aroused the members of the Church. His name was Father Peter York, and he was Editor of the *Leader* in San Francisco. Perhaps some of you there knew him or have heard of him. He was a wonderful, sincere, true friend of labor, especially the Truck Drivers Local 85, in 1901 when they were struggling to get their first agreement from their employers. You know, I sometimes think that is true of the trade union movement. In the early days our people were hungry and cold and on the

verge of despondency from persecution and unemployment. A few of you down below there suffered those pangs of hunger and suffering and misery; you came home to an unheated—not apartment—but a tenement, to see your children almost ragged, and you had no protection even in your 11 dollar week job, that you were not going to be fired next morning. And on Sunday you worked until it was time to go to Church, until 11 o'clock in the morning, in the stable, and got nothing for it. But then we had fighters of sincerity in the trade union movement. You were then a crusader, a crusader for the principles of trade unionism. Today, like the statement of the deceased but distinguished clergyman, things are coming too easy for the workers; and the workers, including their leaders, have gotten to a point where they believe they are all powerful and subject to no power but the power of force which they have created through the economic strength of their organization. That is the danger that I see confronting you. You are assembled here to make laws to govern this International Union. To you belongs the power today of making those laws. But when you make those laws and create certain conditions and when you give them to those who are to govern this organization for the ensuing term, keep this in your mind's eye, in those active cells in your brain, that you are committing a crime against the trade union movement and against your own leadership unless you vow solemnly to observe and carry out those laws. I emphasize for the benefit of the press, whom I have invited here, that at this particular time as far as I can find out from the reports in my office and in talking with my associate members on the Board, out of this enormous membership there are less than 200 members on strike throughout the United States and Canada. Talk about Americanism! We are not out knifing this government of our beloved country, in the back. When you keep the wheels of industry going and when you listen to the voice of reason and submit to

honest—understand I said honest—arbitration, as the Milk Drivers of Chicago did recently, and when you listen to the advice of efficient, sincere, God-fearing public officials, as we have in the City and State of New York, and abide by their requests at this crucial time, you demonstrate—you men down there on the floor—you demonstrate more real blue blood, or red blood, than all the classes that are trying, secretly, working for unreasonable profits, trying to destroy our government in its struggle for the preservation of the safety of the people of the United States.

I want to thank the men representing Labor who have come here this morning to give us a word of welcome. We have gone along with them; outside of the trade union movement they are my associates; I have known for years; I have repeatedly agreed and disagreed with them; there has been no bitterness between myself and any man in Labor whom I believed sincere in his disagreements; there are men with whom I substantially disagreed when I did not believe them to be sincere. But I thank these men for coming here. I thank the Secretary of Labor for her remarks. I appreciate the inspiration contained in the prayer of Bishop Freeman. He is an outstanding man in his public life, standing for liberalism and justice. We are in between two serious divisions in the labor movement. How we have maintained an understanding of square dealing between the two is difficult to understand, because our first duty is to the American Federation of Labor, with which we are affiliated. But sometimes we find it difficult to do anything to seriously injure the rank and file of the other organization when they are engaged in a conflict to maintain working standards. I will not go into that subject now. The rank and file of all organizations of labor—all legitimate labor—are real men, real trade unionists. It is unfortunate at this time when the entire world is on fire outside of our America, when Labor has been destroyed every place, that the rank and file—I mean the multitude of the work-

ers—do not demand of their people, their officers, that we continue our efforts to bring together the two factions of Labor now predominating in our country.

I give you my heartiest thanks and appreciation for your generous attention and kind consideration, and in endeavoring to carry on the affairs of this Convention, as I have for many other conventions, I will endeavor to be as impartial and considerate as I possibly can. If I make any mistakes, if I overlook any delegate who should be recognized, I assure you that it is not wilful on my part, but a mistake, due perhaps to the fact that I will not be able to observe four or five delegates at one time. I want you to be patient with me. After the adjournment of the session any explanation that you make I will patiently hear and try to explain any oversight.

With these remarks and expressing again my sincere thankfulness and appreciation to those who have addressed us this morning, I shall now call this Convention to order. The Convention will be in order.

The Committee on Credentials has a very long report to make. If your names are not properly spelled or your numbers are not called out properly, call it to the attention of the Secretary afterwards and it will be corrected.

The law states that five men shall be appointed to serve on the Credentials Committee, from different parts of the country and that they shall meet in headquarters three days prior to the opening of the Convention. They have been in session. The chairman of this committee is the first-named individual. I will read the committee to you:

COMMITTEE ON CREDENTIALS

Robert Lester (Chairman), Local Union 33, Washington, D. C.

John M. Sullivan, Local Union 25, Boston, Mass.

Robert Sullivan, Local Union 802, New York, N. Y.

George Mitchell, Local Union 723, Chicago, Ill.

C. M. Dahlager, Local Union 313, Tacoma, Wash.

Chairman Lester, of the local Entertainment Committee, announced that the delegates and visitors would be taken on a sightseeing tour of Washington all day Tuesday, the tour including visits to points of interest in the city, Mt. Vernon, and Arlington Cemetery, ending with a boat ride up the Potomac River and a picnic lunch on board. He announced that the Convention Ball would take place in the grand ballroom of the Mayflower Hotel on Monday evening.

REPORT OF COMMITTEE ON CREDENTIALS

Delegate George Mitchell, Secretary of the Committee, presented the following report:

We, your Committee on Credentials, recommend that the following named delegates be seated in this Convention, their Local Unions being in regular form with the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America:

General President, Daniel J. Tobin.

General Secretary-Treasurer, Thomas L. Hughes.

First Vice President, Michael Cashal.

Second Vice President, John McLaughlin.

Third Vice President, Leslie Goudie.

Fourth Vice President, John Geary.

Fifth Vice President, Daniel Murphy.

Sixth Vice President, John Conlin.

Seventh Vice President, Thomas Farrell.

Trustee, Nathaniel Lannan.

Trustee, Milton Doll.

Trustee, John O'Brien.
Organizer, John Gillespie.
Organizer, P. Harry Jennings.
Organizer, Dave Beck.
Organizer, Thomas P. O'Brien.
Organizer, Henry Burger.
Organizer, William Conboy.
Organizer, H. W. Dail.
Organizer, Fred Tobin.
Organizer, Frank D. Brown.
Organizer, John Picago.
Organizer, John F. English.
Organizer, Edward Murphy.
Organizer, Joseph Casey.
Organizer, Frank Prohl.

Local
Number

- 2 Frank Birmingham, P. J. Connors
- 3 Ed. Giger
- 7 M. T. Cripe
- 12 Robert G. Stauffer
- 13 Marvin Churchill, R. R. Keigley, John Salter, F. H. Salter
- 15 Martin O. Crouse
- 16 Mike Tuscan
- 18 W. T. Scott
- 19 H. L. Woxberg
- 20 Harry W. Card, Charles Bunker, Edward Sullinger, Wesley Meinke
- 25 John M. Sullivan, Michael J. O'Donnell, Nicholas P. Morrissey, John Buckley, Frank J. Halloran, Timothy J. Harrington, Thomas F. Tighe, Augustine E. Eagan, John T. Mahoney, Charles LaPlaca, Andrew D'Ambrosio, Michael Norton, Edward T. Jenkins, Nathan Higgins
- 26 Elmer E. Wagner
- 27 James Rinaldo, Joseph Parisi

Local
Number

- 28 Leon H. Smith
- 30 Seneca Cavalier
- 31 H. J. Ashbee
- 32 R. E. Rooney
- 33 Robert L. Lester, James L. Considine, Charles M. Andre
- 34 John W. Ford
- 37 Edward J. Slater
- 38 James H. Ballew, Harlan Jones, George Mathieson
- 41 O. B. Enloe, Floyd R. Hayes, W. H. Hollingsworth, T. T. Neal, Frank McGuyre
- 42 William A. Nealey, John Williams
- 43 W. Don Hancock
- 44 William Lamberton, Wm. Rea, Gordon Lindsay, Perry Gardner
- 45 Austin G. Thompson
- 50 Edward J. Loehr, Irvin Breidenbach
- 51 Samuel L. Hurst, Thomas J. Briglia, Edward Elliott
- 52 Leo B. Jerman, William R. Hunter, Al. Young
- 54 Charles A. Coakwell
- 57 E. W. Patterson
- 58 Charles V. Grubb
- 59 Joseph Camara, S. P. Jason
- 61 Frank M. Werner
- 63 C. S. Walle
- 64 Paul Hanoian
- 66 Frank A. Hatfield, Eric G. Ratchiffe, Joseph Ruosch, Kenna Hatfield
- 67 Henry L. Myers
- 68 Michael J. Sullivan, John J. Duffy
- 69 Chas. Ford, Jr.
- 70 James H. Marshall, Charles W. Real, Anthony Costa, Alfred Maderos, Frank Rome LaMogila, Joe Tavis, Frank Church, Ed. L. Blair, Cy Stulting, Frank Farro, Frank DeMartini, George M. King
- 71 H. W. Houston

Local
Number

- 73 Elmer Nolan
- 75 Emmett E. Terry
- 76 C. A. Wright
- 78 Robert S. Ash, Harry W. Lear
- 79 W. E. Sullivan
- 80 Edward Snyder
- 82 Charles A. Armstrong
- 84 Fred Behrendt
- 85 Joseph J. Diviny, Thomas Leonard, Walter Fraker,
William McLaughlin, Philip Dindia, Frank O'Leary,
John Tusco, William Blundell, Philip Gallagher,
Thomas Burke, Lawrence Fitzgerald, Anthony
Schurba, Peter Andrade, Allan Cameron, John
Flynn, Michael Fahey, Richard Valerga, Daniel
Dennehy, Elo Wilon
- 87 Ralph Barker, Fred Martin
- 89 Emmett Tillut, Patrick Ansboury, George H. Canter
- 90 James W. Soutter, Edwin Johnson, Marshall Miller,
Carl Keul, Leo Quinn, George Beebe, Walter Watson
- 92 Earl H. Kettering, Tom Oakes
- 93 Frank T. Baldwin, Paul D. Jones, James T. Bruce,
Vern H. Cannon, George F. Leonard, Earl W. Lynn,
Einar O. Mohn, A. E. O'Neal, M. S. Whiting, W. T.
Blaney, Harry Cowan
- 95 W. R. Hillmann, Albert Kirsch
- 98 Harry Even, Fred Mangold, Frank Faller, Ed.
Dulli, Harry Dearwater, Ed. Ulm, Ed. Benken
- 100 Charles Farrell, Louis Pittinger, William Brum-
back, Lawrence Branham, Joseph Burbrink, Ed-
ward Harris, George Schrantz, Joseph Platenkamp,
James Finley, Joseph Kemper
- 103 Austin Robinson
- 105 William Amrhein
- 106 Charles L. Yoder
- 107 Joseph Grace, Edward Crumbock, Walter Crawford,
Robert Hill, John Fisher, Raymond Cohen, James

Local
Number

- Murphy, Joseph Billington, William Kelleher, William Binkowski, Raymond Kelly, Ben Lapen Sohn
- 108 Joseph Fergurson
- 109 George Hickman
- 111 T. R. Lambert
- 112 Walter J. Drost
- 113 Albert Guillod
- 114 James Pierce, Edward Osterman
- 117 W. L. Glazier, Fred Bowen, Glen Barnhart, Harlan Davis, M. K. Anderson, Lyle Burbridge, William Harnar
- 118 Charles Sturla, Henry Steves, Edward Brabant
- 120 Gordon Conklin, Arthur F. Hudson, Arnold J. Schoenecker, Robert F. Fleming, Frank Winkel, Stanley Olson, Robert Rensch, Edward Coffey, Vincent Hurley
- 126 Walter Tank
- 127 Steve Feir
- 128 George F. Schmitt, Daniel DeGregory, Francis Green, Humbert Frandon, Anthony Pascarella
- 131 L. Clair Johnson
- 133 L. A. Rankin, K. O. Ragsdale
- 135 Russell T. Houze, Emmett J. Williams, Raymond Friestuhler, Robert Miller, Jack Stewart, Floyd Knoy, Robert McClain
- 137 J. H. Chrisman, M. W. Harrison, George T. Salvo
- 138 John Mastiano, Philip Wachtel, Stanley Frank, Joseph Levine, Charles Osterberg, Abe Feller
- 140 Richard Herrold
- 141 Otto L. Morehouse
- 142 Fred F. Schutz, Michael Sawochka, George Marovick
- 144 Harold Oakes, John Harkness, D. B. Evans, John Reynolds
- 146 O. E. McGuire
- 147 Merle Glaze

Local
Number

- 148 Chas. Goodson, J. F. Donovan
- 149 William Welsh
- 150 George W. Stokel, Albert A. Marty, Ray A. Flint,
Clarence C. Smith, Russell W. Powell, John A.
Mack, George D. Souza
- 152 Albert Knight
- 154 Eugene J. McCarthy
- 155 Al V. Herzog
- 156 Charles A. Pirollo, Isaac H. Blum, Russell LaRocca,
William J. McKay, John Chadwick, Daniel P. Hen-
nessey
- 157 Edward J. Flower
- 158 Harry R. Mitchell
- 159 Lawrence Trovero
- 161 L. Davidson
- 162 Willis Mayo, Jack Schlaht, George Grischow, Alex
Linn, Will A. Glenn, Leu Corelius, Walter Payne,
William J. McDermott, D. A. Sutherland, Jack
Noyer, H. V. Olson
- 163 C. O. Nichols
- 164 James M. Nisonger
- 168 Nate Hurwitz
- 170 Thomas J. Enwright, Chester G. Fitzpatrick, Oscar
Johnson, Leonard A. Ryan
- 171 R. E. Shaner
- 172 John Graber
- 174 F. W. Brewster, William Barnard, Nugent La Poma,
C. Louis Erickson, Joe Francis, Denny O'Donnell,
Allan C. Crowder, Silver Vitro, Lewis F. Shaw,
Thomas Leo, Harry Miniken, Walter C. Milton,
Ernest Davies
- 175 E. A. Carter, Frank A. Rebham
- 177 Walter F. Kurtz, Fred DuPont
- 178 Ross W. Ebey
- 179 Virgil Floyd, Delbert Suttle
- 180 Bert Cook

Local
Number

- 181 G. F. Weizenecker, Fred Bertrand
- 182 Rocco F. DePerno, Harold K. Ulrich, Carmen J. Citro
- 184 Louis Ungar, Harry H. Hart
- 189 H. Janes
- 191 Thomas F. Murphy, J. P. Murphy
- 192 Paul J. Smith
- 194 George Hagman, Fred Westphal, John Devine, Charles Piekema, John Flynn
- 195 Adolph Kramer
- 197 John M. Lenzian, Elroy R. Voelzow
- 200 Joseph Scislowski, William Nagorsne, Joseph Nowak, Edward C. Riley
- 201 Justin Schattgen
- 202 Joseph G. Papa, Frank V. Smith, James Burke, Vincent Ristuccia, William McCann, Nicholas DeStefano
- 203 James J. Mahoney
- 205 Albert Dietrich, Charles De Renzo, Harry A. Tevis, Andrew Young, Roger Williams, Joseph Kiefer, William Riggs, Clyde Sorby, Richard Bell
- 206 J. W. Estabrook, Ernest K. Berg, William O'Connell, Lloyd Hildreth, Ray N. Mose
- 207 Richard Owings Jackson
- 208 Al Pitts, E. Rex Smith, Dewey Copelan, George Prescott, William H. Lithgow, David J. Belanger, Harry Schwartz, Dexter L. Lewis, James L. Porritt, P. C. Heffner
- 211 Alvie C. Emerick
- 213 J. C. Angell
- 214 Charles O'Day
- 215 Clyde B. Birdsong, Michael J. Angel
- 216 M. T. Hernon, F. F. Ashton, J. R. Gerhart
- 218 Gordon R. Hathaway
- 219 R. L. Voorhees
- 221 Lynn Earenfight

Local
Number

- 222 Fullmer H. Latter
- 223 William E. Ritchey
- 225 John M. Murphy, William Bothwell
- 226 Fred J. Wettstein, Eddie J. Dennis, Stephen F. Gilligan
- 227 J. D. McEwen, Chas. F. Ulrich
- 229 Edward J. Robson, Orville C. Skelton, J. C. Hart, Donald Richards
- 231 Lloyd G. Greger, Arthur J. Hobbs, Charles H. Jewell
- 232 Malcolm Herbst
- 234 L. W. McCabe
- 235 Lawrence V. Gaughran
- 237 Harold Thirion
- 238 James D. White
- 241 Kenneth M. Griffin
- 243 Frank Singer, Stephen Stasko
- 244 William L. Nobbe
- 245 E. J. Barrett
- 246 Harry E. Strong, James A. Holden, M. Y. Kearns, E. R. Hubbard
- 247 William W. Roe, R. J. Bennett, Robert Mitchell
- 249 Bernard C. Mazon, Scott F. Marshall, Meyer Rosenthal, Charles Rohe, Coleman Scanlon, William Arensberg, Charles Michals, Earl C. Bohr, Edward Earl Persinger, Jerry Gradeck, Charles McGinley, James F. Malone, Jr., E. E. Persinger, Sr., Melvin Humphries, Tom Long, Roland Laughlin, Tony Bova, Gilbert Wagner, Al Mader, Frank Schwartz
- 250 Raymond Haberer
- 251 Henry Cassamas, Roderick A. McGarry, Bernard Gallipo, Al Hylek, Frank Collins
- 252 Bruce Lewis
- 254 Elmer Munson
- 255 G. L. Vance, Edward F. Davis
- 256 Frank M. Coleman, Fred J. Meyer, Vince Stephens

Local
Number

- 257 Henry F. Drefahl, George J. Ritchey
- 259 Frank C. Calnan, Abraham Pearlstein, Israel Learner
- 260 Dana Edge
- 264 Robert A. Smith
- 265 J. I. Johnson, A. Cancilla, P. A. Stalker, E. Lotti, W. R. White, J. F. Pagano
- 271 Frank S. Ford, Sr.
- 274 Wm. L. Stratton, Herman R. Lown
- 276 Beau Silverton, Arthur R. Jones
- 278 Walter Otto
- 279 Mack Ray
- 280 Silvo Giannini
- 281 A. O. Garrison
- 282 John O'Rourke, Eugene O'Rourke, Bennie Alessandro, Louis Williams, V. Rubino, George Becker, Nicholas Mangini, John Rossi, Michael Agento, Thomas Charboneau, William Bayer, Peter Quigley, Joseph Holland, Raymond Holland, Anthony Duffy, Joseph Kennedy, Hugh Kane, Harry Mullins
- 284 Elbert Bennett
- 285 Isaac Litwak
- 286 Clifford Clotfelter
- 287 Thomas Brett, C. P. Edwards, George W. Jenott
- 288 Al Bernacki
- 289 James R. Hanna, A. M. Ogren, Loren Johnson
- 291 Killian Echert, Matt Van Dane
- 292 Arthur Edwards, Isadore Laffend
- 293 James Artwell, P. A. Beedlow, Edward Davis
- 294 Edmund J. Ray, Arthur E. Hunt, Nicholas Robilotto
- 295 John J. Povhe
- 296 Lawrence Traverro
- 298 Robert Summers
- 299 Sam Calhoun, Robert Wolpe, Harry Apers, Alfred Squires, J. S. Tyler, William Huston, James R.

Local
Number

- Hoffa, George Wilson, A. D. Hartley, J. M. O'Laughlin
- 301 W. A. Metzger, George Heilig
- 302 William E. Franklin, Ray Brennan
- 303 A. Harold Van Riper
- 304 John I. Silva
- 305 Paul E. Roth, William M. Balsam, Jack Fuller
- 307 Lester L. Reeves
- 310 Howard D. Grant
- 311 Peter Thomas Quinn
- 312 N. Daniels
- 313 C. A. North, Harry Satterlee, C. M. Dahlager, Charles Booth, Ed. Bedford, Paul Gomsrud
- 315 Paul E. Burg
- 316 Charles R. Fay
- 317 Fred Maggio, William H. Roggenkamp
- 320 Kenneth McInnes
- 324 Walter Warral
- 325 Clifford Rungard, Leonard A. Murphy
- 327 F. L. Medlin
- 328 F. A. Mensing
- 329 Ovid E. C. Moran
- 330 Howard A. Floyd, Cecil Edgington
- 331 Frank Abrimont
- 332 Jesse C. Brayton, Arthur Reynolds
- 334 Chas. Gregoire
- 335 William F. Carr, Lester H. Schwitzgebel, J. B. McElhinny
- 336 Charles Seckler, Leo W. Margo, Norman D. White, Joseph Cummings, Charles Curtiss, Edward Martenson, P. Wm. Hynes
- 337 Bert Brennan, Robert Holmes, Martin Haggerty
- 338 F. A. Conrad, A. G. Dilthey, O. W. Enke
- 339 Louis E. Bauslaugh
- 340 Raymond M. Conary, David Hastings
- 342 Chester Lyon (Harry Conrad, alternate)

Local
Number

- 344 Walter Barwineck, Elmer Johnson
- 345 T. C. Dethloff
- 346 Fred F. Smith, Edwin A. Marien, R. H. Swenson
- 347 John E. Moe
- 348 Paul Birney, Jr.; Paul Lavo, Jr.; Charles R. Haddox,
Paul Hodolich, Frank Coleman
- 349 Chester R. Jeffers, W. L. Allison
- 353 Sam S. DeMoses, Roy L. Monast
- 355 Harry Cohen, Oliver A. Diamond, Samuel Patti,
Charles Appel
- 356 Raymond I. Mills
- 357 John Doyle
- 358 Phil Brady
- 359 James Bartlett
- 360 Alois E. Mueller
- 361 Franz F. Berlacher, Clyde R. Bomer, Donald Pfeiffer
- 362 Harry D. Cole, Henry G. Willing, William Sullivan
- 363 Louis Lufrano
- 364 Thomas E. Flynn, Walter E. Biggs, Thomas Klein
- 365 Edward J. Haumesser
- 366 William F. Frenger, L. G. Schulte, Jr.
- 367 R. B. Crawford
- 369 D. E. Mahoney
- 371 Harold J. Stolley
- 372 Joseph Prebenda
- 377 Charles Kuhns, Sidney Frank, Robert Higham, Fred
Guckert
- 378 Jay Arney
- 379 Charles J. Murphy, John L. Del Monte, Charles A.
Burns
- 380 William McManus, Matthew A. Dunn, Mathew J.
Maloney, Timothy Scannell, Charles Howard
- 381 H. D. Underwood
- 384 George A. Dugan
- 386 Robert G. O'Neel, W. J. Kiser
- 387 Sam Winsky

Local
Number

- 388 C. N. Nilson (F. S. Huntley, alternate)
- 392 Charles Higgins, John T. O'Brien, Louis Tommer
- 393 Charles M. Prendergast
- 397 Charles A. Bates, Everett Holliday
- 398 Earl McBurney
- 399 Joseph P. Touhy, Ralph H. Clare, Sol Goldberg, Roy
T. Hart
- 400 Charles Di Franco, August Lombardo, Charles
Cimino
- 401 William J. Breese, Jr.; Norman Whipple, Vilas
Shook
- 403 J. T. Gardner
- 404 Thomas J. Corcoran, Benjamin E. Naylor, Edward
A. Clampit
- 405 Geo. J. Cronin, Arthur R. Rogers
- 406 Claude O. Taylor, Albert Groenink
- 407 Albert Evans, Salvatore De Palma, Edward F.
Burke, Ray Eppley, Richard Sheridan, William
Kendzori, Jack Eichler, Frank Glovan, Bernard V.
Griff, Harry Devine, Joseph O'Neil, Stanley Kar-
lovec, William Marquardt, Walter Skinske
- 408 William H. Schubert, Timothy R. Cronin
- 409 Edward C. Esboldt
- 413 Leonard Newmarker, Rudy Minkin
- 414 Alton P. Hess
- 420 John E. Kennard, Burt B. Currigan, Ben F. Huber,
Chas. Symmes
- 421 Earl Pfohl, Roland White
- 422 Jesse Parker, Herbert Fletcher, Carl Hubbell, Robert
Hearns, James Mullen, Norman Driscoll
- 423 Howard Metzger
- 425 Art Klatt
- 427 Martin Bagole
- 429 Robert S. MacDonough, Herman Weyman
- 430 Jacob D. Schmehl

Local
Number

- 431 Harry A. Macdonald, Sr.; Charles E. Vest, Haven H. Smith
- 432 Paul Fuhrer, A. J. Capurro
- 434 David A. Gourlie
- 435 D. J. Ryan
- 436 John H. Rohrich, N. Triscaro
- 437 Clarence E. Gendron
- 438 Oren Floyd
- 439 A. H. Bonnifield, C. C. Allen, George H. Foster
- 441 Thomas L. Parrey
- 442 Clark J. Siewert, Joseph H. Kohl
- 443 Wilfred Clouatre, Carlton Perrin, Milton McDonald
- 445 William Cole Hatchard, Jeremiah J. Buckley, Earl C. Lent, Waldo Doughty, Jr.; John Valentino
- 446 Robert J. King
- 448 Theo P. Swanson
- 449 James R. Ruehl, William R. Walsh, Joseph Koller, Lawrence M. Patti, Joseph M. Peel, Earl Clements, Frank Ratel, Sr.
- 450 E. L. Abercrombie
- 452 E. Christal
- 453 Charles E. Bramble
- 455 Frank N. Lessner
- 456 John J. Francis, Patrick D. Pearce
- 459 James J. McGovern, Thomas J. Murphy
- 460 Harold Johnson
- 461 E. D. Quinn
- 462 Clifford W. Frederick, Charles F. Colegrove
- 463 John B. Backhus, Joseph Wirs, Wilbert Walton, Walter Beilfus, William Kaiser, Albert Sabin, Edward Schafer
- 464 R. McCulloch, Birt Showler
- 465 B. I. Bowen, J. J. Steiner
- 466 George W. Siegle
- 467 F. F. Lapham, Gail Wilmuth, George Davenport

Local
Number

- 469 Thomas J. Kelly, Frank J. Volosin, Patrick J. Reilly,
Eugene Reilly
- 470 Peter P. Schultz, Thomas McDonnell, Hyman Cohen,
James Ulrich, George Glinn, Stanley Wojtkielewicz,
Daniel Boyle, Edward Ortman
- 471 Conrad Ordeman, Ernest Donoghue, George Berg-
quist, Martin Rasmussen, Thomas Ammerman
- 473 Daniel C. Chambers
- 475 Thomas Franklin
- 476 Everitt A. Weekley
- 477 Timothy H. O'Neil
- 478 John Duffy, Joseph Doyle, Fred J. Carlin, Edward
Smith, James McMenamin, Eugene McMenamin,
Leo P. Carlin, Anthony Cusano
- 479 Charles Carrick
- 480 Charles J. Neary
- 484 Wendell J. Phillips, David J. Walker
- 485 G. E. Frazier, W. J. Marshall, Fred Martin, Alfred
Mascaro, Elmer Hart, George Claus
- 486 Francis Gooch
- 489 Oliver Wynkoop
- 490 F. C. Cheesbro
- 491 John J. Burns, Russell S. Walters
- 492 Ted C. Wills
- 493 Sam Lord
- 494 Augustine F. Walsh, James Caddigan, Charles
Progin, P. Albert Wilson, Francis McManus
- 495 Phil J. Scott
- 496 John B. Jenkins
- 498 Roy R. Graham
- 499 M. E. Steele
- 501 C. W. Williams
- 503 Bernard L. Simmer, Thomas J. Magner, Arthur L.
Cunnien
- 505 George H. Wooten
- 506 Allen R. Wheeler

Local
Number

- 507 Martin J. Young
- 509 H. A. Howsley
- 511 Hartwick Dahl
- 513 Clarence Williams
- 520 Stephen Toth, P. J. Johnson
- 521 Bernard Shaffer
- 523 Gordon L. Shryock
- 524 C. V. McCoy, H. G. Johnston
- 525 Clarence Denby
- 526 Anthony M. Morris
- 531 John Arnold
- 532 Guy T. Long
- 533 Milton Brown
- 537 Paul J. Ashcroft
- 538 Martin Welsh
- 540 George P. Alberts
- 541 Emmett M. Eslinger, Charles W. Rich, Oral P. Wells,
Bert L. Myers
- 542 J. P. Poteet, Thomas P. Strader, Clyde Henigar
- 543 Ivan Grenat
- 544 Carl Skoglund, Kelly Postal, Sidney Brennan, George
Frosig, B. G. Ambrose, Nick Wagner, Louis Ham-
merlund, William Ludemann, Curt Zander, Art
Karlen, Walter Hagstrom, Moe Hork, V. R. Dunne,
Ray Rainbolt, Harry DeBoer, Tom Williams, Emil
Hansen, Clarence Hamel, Milton Hodson, Grant
Dunne, Miles Dunne
- 545 Ralph A. Arnold, Fred A. Berends
- 546 A. J. Mitchell, William Gydesen, Len Johnson
- 551 A. W. Galipeau
- 553 James J. Dawson, Charles Tyrrell, Raymond Rehfus,
James Gilligan, William Landers, William La Burt,
Patrick Phelan, William McGurgan, Charles Coombs,
Thomas Pagliaro
- 555 Leo Asher
- 556 James Limbach

Local
Number

- 557 William McGee, William Trott, Harry Clare, Jas. Breslin, James R. Brown, Thomas J. Healy
- 558 Joseph A. Polito, Frank Zdrojewski
- 559 Herbert Miller, Frank Bausolo
- 560 John J. Conlin, William Madison, Fred Meyer, George Somerville, Edward Hughes, John Left, Sigmund Piskowski, Frank Sgmbatti, Charles Molinari
- 561 Patrick Holland
- 564 Donald J. Ross
- 566 J. R. Onstott, P. J. Boegem
- 567 Roy J. Welfringer
- 568 W. C. Festewand
- 571 John Whitelock
- 572 Chester Washburn, Richard J. Seltzer, James H. Kidder, Barney L. Culpepper
- 573 James H. Lewis
- 575 Emanuel C. Visel
- 578 Robert Shepard
- 580 L. C. Robert
- 584 Thomas O'Leary, Max Liebler, Ben Block, Nat Spanier, Cornelius O'Connell, Fenton G. Hibbets, Murry Zeisler, Frank Gallon, Walter Gerner, Joseph Trerotola, Henry Frank, Harry Hammarth, Charles Weiderman, Jack Quinn, Louis Kane, Paul Foley, James Kelly, Cornelius Curran, Steve Harrison, George Armour, E. Jennings, G. Redling, A. Bloomfield, F. Welle, J. Keller, M. Olsen, J. Coleman, N. Olsen, H. Rutherford, A. Conroe, P. Louisi, F. Bittel, William Carduck, Julian Pike, Philip Walman, Sid Weinberg, August Ruane
- 585 Guy E. Bridgman
- 586 Pat Maynes, S. A. Galatas
- 587 Robert W. Carlson, Carl W. Paddock
- 588 Fred D. Irvin
- 589 Neil Pendley

Local
Number

- 592 J. H. Lukhard, W. D. Anderson
- 595 Arthur C. Fortey
- 598 George Mock, T. E. Halsey
- 600 William Ryan, W. C. Maul, L. J. Camie, Hy Hagensicker, James Ford
- 602 J. E. Adams
- 603 Walter Bush, James A. Burke, John J. Signaigo, Geo. L. Bollam, Charles F. Speickerman, Patrick J. Burke, Jr.; Reed J. White, Harry Haas
- 604 Dail Ferris
- 605 J. C. Randolph
- 606 L. H. Schulte, A. C. Mussler
- 609 Arthur Walker, Theodore Johnson
- 611 Robert M. Broeg, John W. Bailey, John E. Gibson, Joseph Dino, Fred Trimb
- 612 Robert A. Borden
- 613 J. R. Braddock, Jr.
- 614 William J. Brownell
- 616 Louis Pastor
- 617 Walter Crean, Charles J. Jennings
- 618 Edwin B. Dorsey, Melroy A. Horn, Wm. B. Frey
- 621 J. T. Burgess
- 622 William Hundertmark
- 623 William L. Ward
- 625 Daryl Plue
- 627 Paul Schadt, William V. Hughes, George Burchell, John Lacewell, Henry Steinscifer
- 628 Thomas Flatley, Lawrence Welsh, Harry Dunfee
- 630 Lee W. Owen, John F. Lopez, William P. Card, Cecil C. Nolley
- 633 Emile Plaisance
- 637 Arthur H. Bischoff
- 639 Chas. J. Bell, Forest Harler
- 640 George D. Baker
- 641 James J. Walsh, Walter J. Gibney, Henry Von Oesen, Max Budy, George A. McHorney

Local Number	
643	Harry Schopback, Joe Guidice, Manny Pearlstein
644	D. A. Keimer
645	Fred J. Keldorf, George H. Streeter, Anthony Manuele
646	Albert W. Fuchs
647	A. MacArthur
649	Joseph Melcher
651	Louis Falick
653	Allen P. Nickerson, Francis E. Levigne
654	W. G. Williams, L. W. Tavenners
657	Robert Wood
660	Irving Burdess
665	Kenneth B. Flagg, Arnold Moss, John E. Pelton, Harry F. Starling
667	O. W. Fowler
669	Earl E. Coons
670	M. H. Nicols
671	Harold Galloway, Edwin Rice
672	Harry E. Wheeler, A. R. Payne
673	Roy Leverenz
676	Frank E. Weaver, James W. Jackson, John O'Neal
677	Timothy M. Collins
680	Larry McGinley, George Sherman, Ralph Lipps, John Curran, Henry Franzoni
684	A. D. Pettingill
690	E. R. Rosa, A. J. Ruhl, A. H. Evans, Ray Atkinson
691	William J. Kyle
692	Harold Waterbury, Leonard M. Ravenscroft, Her- man G. Schultz, Elmer Schell, James R. Davis, Walter W. Piper, B. L. Bess
693	E. E. Cross
696	Harley Southard
697	H. B. Reed, J. Bernard Manion
699	William Bonello, James Wilson
700	William J. Bingel, Jr.; Henry B. Mulvihill

Local
Number

- 702 George Wilson, Joseph B. Doyle, Herman J. Markwardt
- 703 William J. Hanley
- 704 Frank Kasper, John R. Bray, Harry T. Olander, Gordon Murray, William Orris, George Bull, Walter Kasper, William Lee, Charles Willman, Jr.; Henry Streiker, A. J. Williams, Clarence Joyner, Matt Schultz, Nick DePeder, Joseph Leone, George Heintzelman, John Laman, Charles Heintzelman, Rhue Stilwell
- 705 Fred. M. Tiedt, H. E. Wood, Al Ceas, John Bennett, Robert L. Smith, James Conroy, Sam Conino, Anthony Traven, Ray Nelson, Thomas Ryan, Matt Livingston, Edward Adams, Charles Strissel, John Hau, Sr.; Charles Himber, B. J. Fitzpatrick, Eugene Wermerskirchen, John Rooney, James Hall, Ben Kay, Andy Randazzo, Julius L. Thomas, Dominick De Blasio, Louis Kratky, L. B. Campbell, Anthony Cerone, Albert Tophorn, Michael Ronan, George McCarthy, Ernest Gerke
- 706 Herbert R. Phelps
- 709 Philip B. Mooney, Vincent J. Bogler
- 710 Frank Brown, Michael Healy, Walter O'Brien, Andrew Kelly, Thomas Noonan, William Stewart, Mat Lorenz, Joe Middleton, James O'Donnell, Frank Thompson, Jerry Smith, Andrew Striegel, Wayne Middleton, Frank Schmitt
- 711 W. J. O'Brien, Edward Norris, F. L. Mulich
- 712 George J. Bendel, Jean R. Frank, Alfred Woyner
- 714 Walter Samson, Fred Sherman
- 717 William Zapp, Lee Donnelly
- 718 Michael O'Connor
- 719 Jerry Conway
- 720 Michael J. Burns, Daniel B. Dowling, Benjamin F. Tansey, John F. Ward, Ignatius J. Reid

Local
Number

- 721 J. N. Goelz, Jeff O. Johnson, John Kingma
- 723 Charles Adair, George Mitchell, Floyd Hefner
- 724 Frank Sperry, David Kenny
- 725 Maurice Maus
- 726 George W. Copps
- 728 J. T. Odom
- 729 William B. Nichols, Thomas Warnick, Paul Quick,
T. E. Hassell
- 731 Larry Monahan, Edward J. Rogers
- 733 Fred Bush
- 734 William A. Lee, J. O. Sastrom, Ed. Healey, Frank
Miller, Jack Drew, Marty Gentleman, Harold
O'Brien, H. B. Nelson, D. J. Collins, Leo Hogan,
G. F. Flynn
- 735 A. Dobbeck
- 737 A. A. Nye
- 739 Robert W. Boal
- 740 Adam Napor
- 742 John F. Ruf, Fred H. Groth, Lakie Powell
- 744 Ray Schoessling, Frank E. Seban, Charles Allis,
Harry J. Becker, Charles A. Lanphier
- 745 R. R. Rogers
- 746 Glen Rabanus
- 752 Frank Muraski, Joseph B. Gillmaster
- 753 G. Bender, R. Brucks, C. Bach, R. Butler, R. Crow-
ley, A. Grant, J. Heider, W. Kleist, J. Lutz, E. Rum-
mery, F. Snyder, B. Sweeney, H. Van Asten, H.
Weber, T. Haggerty, J. Kennedy, G. Moline, S.
Sumner, Robt. G. Fitchie, W. Siegel, J. Therry, A.
Christiano
- 754 August Burnier, Frank J. Gillespie, Jack Cameron,
Otto Debs, Charles Flanagan, Fritz Neiding, Julian
Butler, Henry Debs, Albert Webber
- 755 Edward J. Donovan
- 763 James P. Durand
- 769 Ferdinand Berndt

Local
Number

- 770 Phil J. Scott
- 771 Theodore E. Becker
- 772 Clarence Olson, William M. Hicks
- 773 Leonard L. Buck, Charles A. Parker, Howard S. Kline
- 776 James Flaherty, Allen E. Kline
- 777 D. Abata
- 779 Jesse Webster
- 782 John Conley, John Baggot, James Ray
- 783 William L. Aspy, Dewey Georges
- 784 Bill Noble
- 786 Bernard C. Bollman
- 787 Louis J. Rousso, George Williams
- 790 Harry E. Roberts
- 791 Lawrence Johnson
- 793 Frank McCafferty
- 795 Richard B. Green
- 798 Marion Wells
- 800 Edward Cotter
- 801 Gilbert Lehnert
- 802 Peter J. Sullivan, Robert J. Sullivan, Philip Fishman, E. D. Burns, Isadore Snitkoff, Isadore Lyons, Hyman Bernstein, Nathan Goldman
- 804 James F. Hayes, William J. Courtney
- 807 William Burke, Alfred Smith, David Frechette, Joseph Mangan, James Rossi, Joseph Cerniglia, John Strong, John Boylan, Thos. Clarke, Michael Igoe, John Flaherty, Albert Schrieck, Joseph Nichols, Eugene O'Brien, Thomas L. Hickey, Samuel Brennan, John O'Connor, William Devery
- 808 Richard A. Sheerin, Thomas J. Lyons, Michael J. Donnelly
- 814 John J. McKenna, Henry Wichtendahl, James F. Burke, Louis Coppolla, Harry Bell, Al Wappaus, Joseph Boenelli, Murray Glogovsky, Edward Williams, Joseph Shorr, Edward O'Connor

Local
Number

- 816 Pete Brunnie, Neal Sullivan, Joseph Perrotto, William Thurgle, Thomas Allen, Walter Flowers, Harry Martin
817 Martin T. Lacey
818 Benjamin Cunningham, Thomas J. Kehoe
820 Emmett R. Mullin, Robert W. Illig
822 Irving C. Welsted
823 Floys C. Webb
826 John W. Pellett
829 James P. McCarthy, Jerone F. McCarthy, Jeremiah McCarthy, George Stack, John Hamilton, John C. Harrington, Frank Buckley, Morris Enright, John Greeley, George Norton
831 Edward P. Reardon
840 Harold King
844 Carl R. Treband
848 Harry C. Thompson, Thomas L. Pitts
849 Earle E. Cox
850 Fred Wilson
860 Thomas P. White
863 Ben G. High, Edward M. High, Anthony Sasso
869 Andrew Shonk
871 Francis Sheldon
872 Victor G. Spridik
875 Daniel J. Sheil
878 Odell Smith
882 James J. Rohan, R. O. Reinertson, Herbert Metke
883 James Edward Ward
886 James E. Hamilton
889 W. D. Palmer, Joseph Marroof, Gloy D. Davidson
890 T. H. Jones
898 Charles B. Copperman
908 Morris C. Taylor
912 J. J. Cremers
914 E. J. Ley
921 John C. Healy

Local
Number

- 924 John Ralph Kelly
- 925 Ralph J. Clark
- 928 Alvin L. Bradley
- 930 Frank Burk
- 931 O. W. Brittan
- 932 Elmer Schofield
- 933 Eugene Zeitvogel
- 937 Andrew Jacobs, R. S. Henry, Edmund Buchanan,
Albert C. Winterling
- 944 Howard McGregor
- 949 G. R. Hatten, Sr.
- 950 E. Milton Carlson
- 953 A. J. Jenkins
- 955 Lee Quisenberry, W. R. Sherry
- 956 L. C. Oliver
- 957 Esta Hipple, David Finn
- 958 Edgar M. Smith
- 960 Gerry A. Rhodes
- 964 M. C. Hart, Phil Hannah, A. C. Helm, Charles E.
Bond, A. W. Fisher, A. G. Ronsky
- 971 Lester F. Baum
- 972 Lee Begnel
- 975 Ray Emmons
- 976 O. R. Denman
- 977 Larry J. Davidson
- 982 Joseph Caminiti
- 984 Edward J. Gordon
- 991 A. C. Hall
- 992 E. W. Butler
- 995 Henry E. Kelleher
- 998 Sam Butcher

ROBERT LESTER, Chairman.
GEORGE MITCHELL, Secretary.
JOHN SULLIVAN.
CHARLES DAHLAGER.
ROBERT SULLIVAN.

A motion was made and seconded to adopt the committee's report and seat the delegates named therein.

While the report was being read a motion was made that the further reading of the report of the committee be dispensed with.

The motion was seconded, but President Tobin ruled that the motion would not be in order, inasmuch as the established custom provided for the reading of the names of all delegates.

The motion to seat the delegates listed in the report of the committee was carried.

President Tobin informed the convention that there had been no protests and no objections to any of the delegates coming before the committee.

Delegate Considine, Local 33, suggested that the report would be in better form if it included the numerical strength of the various Local Unions.

President Tobin informed the convention that any information as to the numerical strength of any Local Union desired could be obtained from the Secretary's office.

COMMITTEE ON RULES AND ORDER OF BUSINESS

President Tobin announced the appointment of the following committee:

Fred Schutz, chairman, Local Union 142, Gary, Ind.
George Cronin, Local Union 405, St. Louis, Mo.
Walter Otto, Local Union 278, San Francisco, Calif.
William J. Madison, Local Union 560, Jersey City,
N. J.
Edward Osterman, Local Union 114, Cincinnati, Ohio.
Paul Jones, Local Union 93, Los Angeles, Calif.
Abr. Pearlstein, Local Union 259, Boston, Mass.
Steve Sumner, Local Union 753, Chicago, Ill.
P. J. Connors, Local Union 2, Butte, Mont.
George Stokel, Local Union 150, Sacramento, Calif.
Chester R. Jeffers, Local Union 349, Houston, Tex.

President Tobin announced that President Green, of the American Federation of Labor, would address the convention shortly after the opening of the afternoon session, and urged all delegates and visitors to be present promptly on reconvening.

At 1:05 o'clock p. m., on motion duly seconded, the convention was adjourned to 2:30 o'clock p. m.

MONDAY AFTERNOON SESSION

The convention was called to order at 2:30 o'clock by President Tobin.

Secretary Hughes read the following telegrams:

Washington, D. C., September 9, 1940.

International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Constitution Hall:

The Hotel and Restaurant Employees International Alliance and Bartenders International League of America through its Local Joint Board welcomes to our city your officers and delegates and friends. Our union members will strive to make your stay here pleasant and wish you a productive and successful meeting.

JAMES MCNAMARA,
International Vice President.

New York, N. Y., September 9, 1940.

Thomas L. Hughes, Secretary, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Constitution Hall:

Fraternal greetings and best wishes for a harmonious and successful convention.

UNITED GARMENT WORKERS OF AMERICA,
T. A. RICKERT, *General President.*

Pittsburgh, Pa., September 9, 1940.

Daniel J. Tobin, International President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Mayflower Hotel:

Please accept my very sincere congratulations on your Fourteenth Annual Convention and my best wishes for a meeting full of success for both your organization and the common welfare of all of our people. Your representatives in Pittsburgh exert an important and useful influence in our community and we are very glad of their success.

CORNELIUS D. SCULLY,
Mayor of Pittsburgh.

St. Louis, Mo., September 9, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Mayflower Hotel:

Fraternal greetings to your great International Union. May the deliberations of your convention be of assistance to the entire organized labor movement. With best wishes for continued success.

JOSEPH P. CLARK, *President,*
St. Louis Central Trades and Labor Union.

Tulsa, Okla., September 8, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Constitution Hall, Washington, D. C.:

Tulsa, the oil capital of the world, most cordially invites your organization to be our guest when you hold your next convention. We have ample facilities to take care of every delegate and visitor and promise you a most entertaining and interesting time. Come to Tulsa.

TULSA FEDERATION OF LABOR,
V. V. VANTILBURG, *Secretary.*

New York, N. Y., September 9, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Daughters of American Revolution Hall:

Central Trades Labor Council, Greater New York, extends its fraternal greetings to the Fourteenth Convention of your organization. We wish your convention every success.

THOMAS MURTA, *President*,
JAMES C. QUINN, *Secretary*.

Washington, D. C., September 9, 1940.

Robert C. Lester, President The Teamsters Joint Council of the District of Columbia, Constitution Hall:

Extending best wishes and much success at your International convention.

CLAUDE S. MARTIN, *Executive Secretary*,
Bartenders Union, Old 75, Washington, D. C.

Washington, D. C., September 9, 1940.

Robert C. Lester, President, District Council of Teamsters, Constitution Hall:

Sincere wishes for a harmonious, constructive and successful convention.

HARRY J. THOMPSON,
Local Union No. 48.

Tulsa, Okla., September 9, 1940.

Daniel J. Tobin, Chairman of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Constitution Hall:

Best wishes for a very successful convention. May your deliberations be fruitful. From a friendly city of the Teamsters Union.

LEE POLLOCK, *President of the Sheriff
and Peace Officers Association of Okla.*

REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS

Delegate Fred Schutz, chairman of the committee, submitted the following report:

RULES

1. The convention shall be called to order at 9:30 A. M.; adjourn at 12:30 P. M.; reassemble at 2:00 P. M., and adjourn at 5:30 P. M.

2. No motion to adjourn shall be entertained by the Chairman between the hours stated in Rule 1, while there is any business that the convention can act on.

3. Each delegate who rises to his feet shall respectfully address the chair, announce his name and number of his Local Union, and while speaking shall confine himself to the question under debate, avoiding all personalities and indecorous language.

4. Should two or more members rise to speak at the same time, the Chair shall decide which is entitled to the floor and his decision shall be final.

5. No delegate shall interrupt another in his remarks unless to call him to a point of order, when the delegate speaking shall, at the request of the Chair, take his seat until the question of order is decided, when, if permitted, he may proceed.

6. A delegate shall not speak more than once on the same subject or question, until all who wish to speak have had an opportunity to do so, and should he be permitted to speak the second time by the Chair, he shall not be allowed longer than five minutes, unless by unanimous consent of the convention, but under no circumstances shall a delegate be allowed to speak more than twice on any one question.

7. A question shall not be subject to debate until it is seconded and stated from the Chair.

8. When a question is before the convention a motion

to amend or postpone to a definite time shall have precedence in the order named.

9. A motion to lay on the table shall be put without debate.

10. A motion for reconsideration shall not be entertained unless by a delegate who voted with the majority, and shall require a majority vote.

11. Every member present shall vote on all questions before the convention unless excused by a majority vote of the convention.

12. A delegate not present to answer to his name at roll call shall be marked absent, but if he gives sufficient reason to satisfy the Chair, it shall be within the privilege of the President and Secretary to decide whether or not he shall be marked absent on the roll call and appear on the records of the convention as absent.

13. The previous question shall be put only when called for by a majority vote of the delegates present.

14. All resolutions must be presented in duplicate form, bearing the name of the delegate and the Local Union number and presented to the General President, who shall assign them to the proper committee.

15. It shall require at least one-tenth of the delegates seated to order a roll call.

16. No motion or resolution shall be passed without an opportunity being given to the delegates introducing same to speak on it if they so desire.

17. Any delegate who is called to order by the Chair, and if said delegate refuses to obey the order of the Chair, he shall be excluded from the sessions of the convention.

18. Any delegate using threatening or ungentlemanly language on the floor of the convention hall, shall be called to order by the Chair and should a repetition of such action occur, the Chairman shall request the delegate to leave the hall; should the delegate refuse he shall be suspended from all further sessions of the convention and his Local Union notified of his action.

19. All delegates shall be allowed to vote in accordance with their conscience. Any person using intimidation, threats, or force in endeavoring to make a delegate vote contrary to his wishes, shall, if discovered, be prevented from voting on the question at issue; if offense is repeated, the delegate shall be suspended from voting further in the convention. Any delegate using indecent remarks, threatening language, etc., against a delegate who has voted on any question, shall, upon sufficient proof being brought to the General Executive Board, be suspended as a delegate to the convention, and his Local notified as to his action.

20. No money or donations shall be appropriated by the convention unless the matter has first been considered by the General Executive Board.

21. This convention recommends that this shall be a closed convention, but it is understood that it is open to the press except otherwise ordered by a session of the convention. Ladies accompanying delegates shall be admitted to the convention. They shall occupy seats in that portion of the hall designated by the General President. The main body of the hall shall be confined exclusively to delegates. They shall be presented with badges by the Secretary and shall at all times, when visiting the convention, wear such badge as a mark of recognition.

22. No personalities shall be indulged in during the sessions of the convention.

23. The election of officers shall take place on the last day of the convention and after the Constitution has been adopted.

24. All amendments to the Constitution and all resolutions must be submitted to the General President, or his Secretary, at the convention hall after adjournment of sessions each day, or at the office in the Mayflower Hotel, Room 833, not later than 6:00 P. M., Wednesday evening.

25. Delegates submitting amendments to the Consti-

tution shall name the section they desire amended in the resolution or amendment.

26. When a yea or nay vote is being taken, or a standing vote, or a vote taken by a show of hands, the Chair shall not vote, except when the vote is a tie, when he shall cast the deciding vote. When a roll call is being taken, however, the Secretary shall proceed to call the roll starting with the elective officers in rotation and then the Local Unions in numerical order.

27. Night sessions shall be held when recommended by the General Executive Board and in order to expedite the work of the convention.

(Chairman) FRED SCHUTZ, L. U. 142,
 GEORGE CRONIN, L. U. 405,
 WALTER OTTO, L. U. 278,
 WILLIAM J. MADISON, L. U. 560,
 EDWARD OSTERMAN, L. U. 114,
 PAUL JONES, L. U. 93,
 ABR. PEARLSTEIN, L. U. 259,
 JAMES KENNEDY, L. U. 753,
 P. J. CONNORS, L. U. 2,
 GEORGE STOKEL, L. U. 150,
 CHESTER R. JEFFERS, L. U. 349.

COMMITTEE ON RULES AND ORDER OF BUSINESS

Delegate Schutz moved the adoption of the rules as read.

The motion was seconded and carried by unanimous vote.

At this point President William Green, of the American Federation of Labor, arrived at the convention hall and was escorted to the platform. The delegates arose and applauded as President Green entered.

President Tobin: I want to make a statement, which will take a minute or two, before I introduce the next speaker. I am sorry the ladies, who are visiting our convention, are not here at this particular time, as most of them are down at that reception and tea that they have

at the hotel with the Secretary of Labor, Miss Perkins. I instructed them, however, to hurry up here as soon as they could. I want them to hear the speakers—that is, the invited guests—and I expect they will be here right away, because they expressed themselves as more anxious to be up here with us than down there at tea.

Another statement I wish to make is this—you heard the rules read and unanimously adopted. Night sessions shall be called whenever recommended by the General Executive Board in order to expedite the work of the convention—that is what the rule said. We won't have many opportunities for night sessions, because our generous and extremely efficient local committee have provided an enormous amount of entertainment for you. Tomorrow they have taken up a whole day of our convention. They have assessed themselves in this vicinity, amongst several unions, for the past year or two and have provided elaborate funds without soliciting anything financially from any other union outside of here and without selling advertising. Consequently, we have but five days in which to do the work of this convention if we were to proceed as in all former conventions. On Thursday night there can be no night session because they have an elaborate six-hour banquet for you. On Friday night they have something else, and if you will read your program, you will see what they are doing in the afternoon for the ladies, and it is my opinion, gentlemen, that we can't possibly get through this convention by Saturday. We will have upwards of perhaps 1,400 delegates, with very close to 1,100 of them who have never been to our conventions before. We have an enormous amount of work. Do not make arrangements to leave this city until the convention is through with its business, because you are not here as individuals. You are here to represent those men that sent you here to make laws.

There is, however, a night session for Wednesday evening, which every one of you must attend. Your wives

and visitors are entitled to seats in the balcony, and they must wear their badges or they can't get in.

We will have a few distinguished labor men, headed by the President of the Federation, on the platform—only a very few.

The members in good standing of our local unions in Washington who can prove they are in good standing and be vouched for, and only of our unions, will be admitted to the spare seats in the gallery.

For the first time during his period of administration in Washington, as nearly as I can find out, the President of the United States is going to address your convention at 9:30 on Wednesday night.

All the radio broadcasting stations—the large hook-ups—will carry his message from this convention to the people of the United States. I think there are three national hook-ups from coast to coast. The papers, of course, will carry the news. It is estimated that over forty millions of persons in the United States listen to a broadcast of the President whenever he makes a broadcasting address.

These are serious and dangerous times for the nation and for the man who heads our nation.

I wish to ask the local union representatives from the unions in and around Washington, who are sending large delegations here, to be at the doors and challenge every man that they are in any way suspicious of or doubtful of as to his membership.

I wish to ask every delegate here to be in this hall not later than 8:40. No person should enter this hall after 9 o'clock. The local committee will have some form of entertainment for you to use up any spare time before the Chief Executive enters the hall. During the attendance of the President no delegate or visitor shall change seats or move around the hall. Because you will not be here tomorrow, I am making this announcement now, and I want you, if you desire to do so, to notify your people, as they are doing in many parts of the country, of the

time of the address, although it will be in every paper of the United States.

I feel personally that it is a great tribute to the American labor movement and to our International, at this crucial time when civilization is in danger, to have this mark of respect paid to the workingmen of our country and to our membership.

We have with us this afternoon the leading man in our American Federation of Labor, for many years an active member of the United Mine Workers' International Union, who worked with us and associated with us in Indianapolis when he was the General Secretary-Treasurer of that great organization. He also served as a Representative of the State of Ohio in the State Senate in that great industrial State and fought the battles of the workers, and was the recognized father of many progressive pieces of legislation enacted during his time of service in the State Senate of Ohio. When he became President of the American Federation of Labor, after the death of Samuel Gompers, he was practically drafted. He knew nothing about it. He did not seek the office. I happen to know because I was a member of the Executive Council then, and it was compulsory on us to choose one of our own members to succeed Mr. Gompers. We made that choice immediately after the burial of our distinguished hero and leader at our meeting in the Elks Club in New York City.

Since that time this man has been chosen unanimously as the continued leader of labor—spokesman for the workers who are affiliated and part of the American Federation of Labor.

I now present my associate on the Executive Council for many years, the head of the American Federation of Labor, William Green.

**ADDRESS OF PRESIDENT WILLIAM GREEN
(American Federation of Labor)**

President Tobin, officers and delegates in attendance at this great convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, ladies and gentlemen: I am responding with a feeling of pleasure to the cordial invitation extended by your distinguished President to me to attend and address your convention this afternoon. I am pleased to bring to you, in my official capacity, the greetings of the officers and members of the American Federation of Labor, and to assure you with all the sincerity I possess of their deep interest in the economic, social and industrial welfare of the great membership of your splendid organization. If I could but correctly interpret the hearts and minds of the 5,000,000 members of the American Federation of Labor this afternoon, it would be to say to you that they stand with you, by you, around and about you, and that forever and as long as your organization lasts they will give to you their full support in all your endeavors to improve your economic conditions.

No one can adequately appraise the value of the economic strength, the power of such strength of 5,000,000 working men and women as represented by the American Federation of Labor. I am happy to tell you this afternoon, truthfully, honestly and sincerely, that the American Federation of Labor has reached its highest peak of strength, both in numbers and in influence. The record made last month in the office of the American Federation of Labor shows that we now have the highest paid-up membership in the history of the American Federation of Labor.

I am pleased to learn from your President that there are so many new members in attendance in this convention, men who no doubt have earnestly hoped that opportunity would permit them to attend a great convention of this organization. I wonder if, when we consider the

attendance of this splendid membership, we can adequately appraise the educational value of this convention. All of you are fortunate indeed in that you are privileged to attend this convention, that you have been selected by your constituencies to represent them here and to speak for them here, because you will be permitted to enjoy a training that comes but once in a very long, long time. The educational value of the convention itself, the inspiration, the knowledge of the labor movement, of its aims and its purposes and its policies, the information that will be given you by the officers of your organization, much of it perhaps that you do not know, all of it combined will measure up to a value that we cannot fully comprehend.

So I know that when this convention is over you will go out from here back to your homes and to your constituents better equipped to lead, advise, counsel and assist your membership in the efforts they put forth to realize their hopes and their ambitions.

I congratulate every one of you upon the great honor conferred upon you in being selected to attend this great convention. I wish to make this point now. It has been my privilege to work with your distinguished President for many, many years. We have cooperated with each other as members of the Executive Council. Not only has President Tobin served you as your leader for many, many years, but in addition he has served as a member of the Executive Council, helping to formulate, shape and execute its policies, and I want to pay tribute to him here this afternoon in your presence. He is a man of known honesty and integrity, a man whose judgment is sound, a man who has contributed to the advancement of the organized labor movement of America, a man who is a real leader of men, and your organization can be proud that you have given to the labor movement a leader such as your distinguished President, Brother Tobin. (Applause.)

The records in our office show that the International

Brotherhood of Teamsters was organized and chartered by the American Federation of Labor on January 27, 1899. That means that your organization has been functioning for about 40 years. During that period the record shows that you have moved forward from practically no members, from an organization which, in the beginning, required help and assistance, an organization that perhaps was poor financially but rich in vision, courage and determination. And so, step by step, you have gone forward until in September, 1939, you paid per capita tax upon a membership of 375,000. Then you came along, increasing that membership until today the records in our office show your noble Secretary, Brother Hughes, is paying per capita tax upon a membership of 400,000 loyal members.

And I might make this observation, that your great organization is the largest organization numerically affiliated with the American Federation of Labor today.

When I met with an outstanding, upstanding delegation representing your membership in the Western States when they held a Western conference at Denver over Labor Day, I stated it was my belief that ere long the membership of your great organization would be increased to 600,000 members. I based that upon my understanding of the potential membership of your union, those who properly come under the jurisdiction of your splendid organization as granted by the American Federation of Labor.

I find that there is a potential membership in the United States and Canada, a membership that comes under the jurisdiction of your union, a membership that if ever organized will be organized into your union, of 1,289,012. Is it too much to expect, then, that within a reasonable length of time 50 per cent, or 600,000, of this potential membership will be brought into your great organization? I am optimistic, I am looking into the future, believing that ere long, through the organization activities of your representatives and as a result of the

high standard which your union has set, more than 600,000 within a reasonable length of time will be members of the International Brotherhood of Teamsters and Chauffeurs.

There are two or three matters I wish to present to you this afternoon, and I wish to discuss them fully and frankly. First of all, I wish to deal with the problem of unemployment. That is a problem that has been living with us in a most acute way since 1929. At that time we were alarmed because the number of unemployed had reached staggering proportions. During the period intervening since 1929 the number of unemployed has fluctuated between three and fourteen millions. It reached 14,000,000 in 1933. Since that time there has been a gradual, substantial decline in the number of unemployed, until today, in June, 1940, when our last report was received, the record shows there were 9,650,000 unemployed. The reports in the press of yesterday show that there are five and a half million unemployed registered in the Government unemployment offices of the country.

That presents and has presented a very serious problem, and we, the representatives of the American Federation of Labor, have been grappling with it. Your great organization has felt its tremendous effect. Every organization affiliated with the American Federation of Labor has passed through the same experience. We have offered suggestions and remedies in order to overcome unemployment. Some of our suggestions have been accepted, some of them have been applied, but diligently and earnestly we have pressed forward with all the zeal at our command for the acceptance of the shorter work day and the shorter work week in all lines of industry as a remedy for unemployment, and as the principle has been applied we have been able to overcome it to a very great extent.

After all, unemployment is a real problem. It is economic, and economic difficulties do not yield to treatment easily. It takes time in order to overcome unemployment,

but I honestly and sincerely believe that eventually we will find a remedy, and that remedy will be found in the shorter work day and the shorter work week, so that we can distribute the amount of work available over a large number of people.

It has been said by some who did not seem to know that the present Administration, those in charge of our Government, did nothing for unemployment, did nothing to bring about a solution of unemployment. My friends, I wish to declare here this afternoon, with all the power I possess, that in my judgment no man in America has more earnestly and sincerely applied himself to the task of finding a solution for unemployment than has the President of the United States. (Applause.)

Through the WPA, the PWA, thousands and thousands, perhaps millions, of workers have been given an opportunity to work at something and earn at least a partial living. What would we have done without it? Who can answer that question?

And then there are the CCC camps, where our young men have been taken care of, boys who were roaming the streets and byways of the large cities of our country, potential criminals, some of them. They have been given an opportunity to live and to work in a wholesome atmosphere, they have been educated and helped in the CCC camps of the nation.

May I point out to you that the idea of the CCC camps originated with the President? That institution was established by this Administration. It has been functioning without complaint from any source, and I predict today that no one will ever offer the advice that this great institution shall cease to exist. The CCC camps are here as a part of the administrative policy of the Government of the United States.

The millions of dollars that have been spent in public works, in the furtherance of public works projects altogether have offered work opportunities to millions of working men and women.

I protest here today in your presence against the unfounded charge launched against the distinguished President of the United States that he has never done anything to remedy or relieve unemployment.

Now, my friends, I think we will all agree that there is great need in the United States for unity, for common accord, for the mobilization of the mind and the strength and the vision of all citizens of the Republic. We need to think together, to work together, to unite together as never before. The word "unity" in America should take on a new meaning, because as we survey the world, as we look across the seas, we understand better than ever now the need for us all to stand as one in defense of democracy, in defense of America, and in defense of American institutions. Our great movement advocated in the beginning a full measure of support to the Administration, to the Government, in the development of its preparedness plans. We responded because we had more to gain through the preservation of freedom and democracy than any other class making up American citizenship. We were alert because we knew when the note of warning was sounded that we were determined, as we are now, that no foe coming from any source whatsoever shall set his foot of invasion upon the Western Hemisphere.

We therefore favor the mobilization of our material needs, all our resources, and we favor the production of war materials in volume sufficient to meet the immediate needs of our preparedness plans. For that reason our people are willing to give of service, the best they have, their skill and their training to our Government and to our social order, and if there is one appeal that I would make to the workers of America with greater emphasis than anything else, it is that they never slacken down, they never slow up, they never, so far as it is possible within their power, interrupt the progress and production of industry, but instead show to the totalitarian nations abroad that democracy works and that democracy is superior to the totalitarian form of government.

Democracy is on trial. It is on trial here in America as it is in democratic nations abroad. We have faith in democracy. It means more than a word. It is a vital, living principle. It is possessed only by free men, not by slaves. There is a distinguishing difference—free men are democrats, slaves are slaves.

And so, my friends, not only must we cherish the principles of democracy, but we must believe in them, we must live them, we must act as democrats—I mean free men in a free country. That means even more than that, it means restraint, self-imposed restraint, self-discipline, willingness to be governed by the will of the majority, willingness to obey the laws of the land written on the statute books by the representatives of a majority of the sovereign citizens of our Republic. That is what democracy means.

We are opposed to dictation and autocracy and the rule of one man or a set of men, because government of that kind means slavery, it means regimentation, it means that the Government can give and the Government can take away. Government decrees are substituted for collective bargaining. The economic power of a million workers means nothing in a totalitarian country, because you never can use that economic power. Totalitarian countries are strikeless nations. The wages of working men and women are regulated by government decree and government order, and when the government wishes to give it gives, and when it wishes to take away it takes, and when it wishes to remove a leader who seems to possess the qualities of leadership it removes him.

That is the reason why a number of leaders of the free democratic trade union movement in Russia and Germany already have disappeared to God knows where. I wonder if we can, by comparison as between the conditions in America and those existing in the totalitarian nations, arrive at a conclusion in which we can adequately appraise the value of freedom and democracy as we have

it here in America. We have many wrongs that must be righted. We chafe under these wrongs. We realize they must be righted some time and they will be. But even so, my friends, freedom of speech, freedom of press, freedom of assemblage and the right to worship in accordance with the dictates of conscience possess within each of these four freedoms a value far in excess of any value that can be placed upon wages, hours or conditions of employment.

Why is it, then, that the workers in Great Britain are standing immovably, suffering as no one can comprehend, living night and day in an atmosphere and in an environment of terror? Why do they endure that? Well, it is because they appreciate fully the value of democracy and freedom. We would never have dreamed a decade ago, particularly when your distinguished President attended a meeting of the British Trades Union Congress as a fraternal delegate from the United States, that the workers of Great Britain would voluntarily place themselves wholeheartedly at the service of their government in order to resist the invasion of a totalitarian foe. But let me tell you briefly now something they are doing. We hope we will never reach the time when we will be called upon to make the sacrifices the workers of Great Britain are making each day. But I know the spirit here is the same as it is there. Our defense of democracy is just as eternal and fixed in our minds as it is there. Listen:

"Mobilization of defenses in Great Britain.

"The Emergency Powers Defense Bill was enacted in Great Britain on May 22, 1940. It provides:

"'Power by Order in Council to make such Defense Regulations making provision for requiring persons to place themselves, their services, and their property at the disposal of His Majesty, as may appear to him as expedient for securing the public safety, the defense of the Realm, the maintenance of public order, or the efficient prosecution of any war in which His Majesty may be engaged, or for maintaining supplies or services essential to the life of the community.'"

Can you imagine a more comprehensive order by any council than that? What does that mean? Complete authority is given to amend legislation passed since the war began. The Minister of Labor, Mr. Ernest Bevin, whom your distinguished President knows quite well, has authority to direct any person to perform any service. By the way, Mr. Bevin is a labor representative. They always go to a good organization to select a good man, and Ernest Bevin, at the head of the Truckers and Transport Workers, was selected for this important position. We know that he will exercise his authority judiciously, but after all, the power is there.

The Minister of Labor has power to decide the hours of employment, wages and conditions of employment. That is the extreme to which they have gone in Great Britain in their fight to defend democracy, and they are supplementing that with their lives each night as these cruel instruments of warfare that fly in the air swoop down upon their helpless women and children.

Wages and conditions of employment will be on the basis of agreements between organized workers and employers wherever they exist, and where such agreements do not exist the rates of pay and conditions of employment will be those prevailing in the community where such work is being done. In the event there is a scarcity of labor in any section of the country, the transportation of workers will be paid, if they are required to move from one point of the country to another.

There is the report upon the labor situation in Great Britain. What else have they done? The government called upon the labor organizations in Great Britain for financial help, and as a result of it the organizations of labor, organizations like yours in Great Britain, have turned over to the government all of the money in their treasuries without interest charges whatsoever. Let me read to you what some of the unions have done.

The National Union of General and Municipal Work-

ers turned over to the government 250,000 pounds out of their treasury. What did your union do? The Transport and General Workers' Union turned over a like amount, 250,000 pounds, a million and a quarter dollars.

And so the list goes on. A small union, the Power Workers' Group, gave 3,000 pounds. The National Amalgamated Society of Operative House and Ship Painters and Decorators gave 25,000 pounds; the Tailors and Garment Workers' Union gave 10,000 pounds; the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks, 2,500 pounds; the Lancashire and Cheshire Miners' Federation, 21,000 pounds; the Amalgamated Association of Card, Blowing and Ring Room Operatives, 5,000 pounds; the Amalgamated Society of Wire Drawers and Kindred Workers, 100 pounds; the General Federation of Trade Unions, 10,000 pounds; the National Association of Theatrical and Kine Employees, 2,000 pounds; the National Society of Operative Printers and Assistants, 10,000 pounds; the Blacksmiths, Forge and Smithy Workers' Society, 3,000 pounds.

I have read this list so that you may know the great sacrifices the British workers are making on what some here in America term our first line defenses in support and in defense of democracy and freedom.

So, my friends, the American Federation of Labor, while opposed to any involvement of our nation in the European conflict, favors our Government extending to these heroic men and women in Great Britain all support possible short of war in their effort to defend democracy. (Applause.)

And furthermore, for the first time I wish to declare, as President of the American Federation of Labor, that we favor wholeheartedly the action of the President of the United States when he made a fine deal with Great Britain through exchanging 50 destroyers for air bases. We are in full accord with that move and we earnestly support the President of the United States in the action which he took.

Now, my friends, we are facing a situation here. I cannot, of course, read the future. I cannot tell, but resolutely and firmly we must face it. We must give all we can, all we have in support of our Government and its preparedness plans.

In doing that, however, we have asked that the standards we have set through years and years of service shall neither be lowered nor wiped out. The splendid social and economic laws written on the statute books for and in support of and in behalf of labor, we maintain, must remain there, and in turn, for the preservation of this heritage, we will give to the Government a full measure of support.

When the Conscription Bill was pending in the Congress of the United States we transmitted there to the members of Congress the views of the American Federation of Labor. We were not far apart. I want to declare here today that we are not opposed to conscription if the country needs the man power of the nation to defend it. (Applause.)

All we asked was that the volunteer system be tried first, and as we raised an army through voluntary enlistment, that then our factories and our mills and our transportation facilities could supply the equipment needed for an army that was being mobilized in that way.

I have maintained that equipment of the highest and best type ought to parallel the mobilization of the man power of the nation, so that we could avoid the terrible tragedy that took place in 1917, when more than 300,000 men selected through the Selective Service Act died in the camps of our country because of inadequate sanitary facilities, inadequate housing, inadequate medical care. I maintain that we ought to be able to equip and take care of them as fast as they come in and not have them living under unsanitary conditions, waiting for this and waiting for that. But after having presented our views to Congress, Congress having used its judgment, whatever leg-

islation is approved by the President we will support it and carry it out to the end.

We have made great progress during the last few years in our legislative program. We have secured the enactment of fine legislation—social security, unemployment insurance, minimum wage legislation, the right to organize and bargain collectively, as set forth in the Wagner Labor Relations Act. Then we have improved child labor legislation and housing to the extent of housing facilities. The record is a splendid one. It is a wonderful record. To some it may be amazing, because we wonder how we were able to secure the enactment of so much social justice legislation within a short period of time. We want to maintain it. We should not be asked to give of our lives, to give all we have in the service of our Government—and we are willing to give that—and in addition give up the social advances we have made during years and years of activity and organized effort.

One more thing I think I should refer to, because as I look into your faces I think I detect a look of inquiry. I spoke about unity in the nation as an essential requirement, the march of the millions as one tread, all our feet as one foot, the facing of the common foe as a united family. All of that is necessary, and we should find a way of composing our differences, political and otherwise, so that we can give to the nation a full measure of our support. What is true in the nation is true in labor and I say to you today, my friends, that there is just as great a necessity for unity and solidarity within the ranks of labor as within the nation itself.

I will not impose on your patience by going into the cause or causes of the division that exists within the ranks of labor. It was uncalled for, it never should have occurred. We have tried as best we could to heal the breach from the beginning, and as a result of it we have responded to every appeal made to sit around the conference table, through our chosen representatives, deal with the conditions and find, if we could, a basis of accommo-

dation. Your distinguished President gave hours and days and weeks of service out of his busy life in an effort to find a solution.

Do you know, and do your members know, that at one time we negotiated a settlement with the representatives of the CIO? Well, we did. The committees representing us agreed upon a plan of settlement. I approved it as the official spokesman of the American Federation of Labor. I was happy, because I believed it provided for a solution of our differences. I was shocked, amazed, stunned, when I learned that the leader of the CIO had vetoed the agreement reached by the representatives of his organization. And so the agreement was repudiated, thrown aside, and negotiations were ended.

Then the President of the United States came into the picture and pleaded for a resumption of negotiations, and we advised him our committee stood ready and willing to meet anywhere, any time, any place for the purpose of bringing about a settlement of our differences. Our committee is still standing. The failure to meet cannot be laid at our door. The other side has refused, and even the request of the President of the United States was rejected.

There must be a change in attitude there, and when a change of attitude comes then we can sit around the conference table and, like men of experience and training in the labor movement, sit down and find a solution for our differences. We cannot, of course, surrender the American Federation of Labor. It still occupies the home that it built. There the building remains, proud and erect, and 106 National and International Unions have rooms in that house. All of them are living like a happy family together. Would you have us abandon the house, move out and leave it?

Whatever comes, therefore, the American Federation of Labor must live and remain supreme in the organized field of America. Those who make up the CIO were once a part of us. They left us. Surely the experience

through which they have passed leads them to the conclusion that it is better to come back home, to unite and occupy the rooms they formerly occupied in the house of labor and to establish unity and solidarity within the ranks of labor.

Well, our position is just this. Our committee stands ready, it is functioning. It is appointed and it is waiting. It will meet with a committee from the other side at any time, anywhere or any place and honestly and sincerely endeavor to work out a settlement of our differences. The responsibility for failure to meet now or at any time in the future rests upon the shoulders of those who veto that plan and say no.

Now I have talked to you earnestly and sincerely this afternoon, perhaps a little too long, but it seems I could not help it. Your interested faces encouraged me to speak. When I attend a great convention like this, made up of men who come from the different towns and cities of the nation, fresh from the field of work, fresh from the field of service, men who deal with the realities of life, not with fiction nor with theory but with the realities of life, I am inspired by two emotions: One of pride because of the strength, the power and influence of that organization, and the other a deep sense of responsibility. It is a great responsibility to lead and speak for so many millions of splendid working men and women, and I know your President and his associates many times feel the weight of that responsibility in speaking for you. But we are proud to do it. We will endeavor to do it courageously and unflinchingly. We are proud of you and we are proud of the American Federation of Labor. I hope and trust you may hold one of the best conventions you ever held in the history of your organized labor movement. I hope your stay in the city of Washington, the capital of the nation, will be a pleasant and a most happy one. I wish for you a safe return to your loved ones and to your homes after your work is completed, and I pledge to you when you go home and to those you represent the

full, unmodified support of the American Federation of Labor.

I thank you.

After President Green's speech and a picture taken of the convention as a whole Mr. Tobin said:

The convention will be in order. Delegates will be seated.

There may be another picture taken of the convention on Wednesday night. This picture now is taken for commercial purposes. Any one of you that desire to buy one can do so for a souvenir. There is nothing compulsory about it.

I want to tender in my name and in your behalf my sincere thanks and appreciation and gratefulness to the President of the American Federation of Labor for the splendid, illuminating, sincere address that he delivered just a few moments ago. I have listened to the President of the American Federation of Labor for many, many years—to the present head of the Federation and to his predecessor—and I do not know whether I have ever heard any more eloquent, any more truthful statements of the conditions that confront the toilers of our country than he has just stated. He made very many splendid statements and I am sure he made them feeling he was and knowing that he was speaking the minds and feelings of perhaps 99 percent of the toilers of the nation.

I won't go into what he said because if I did it would be commending him for his courage. Speaking about the CCC Camps, in which many of our sons or our relatives' sons are being admitted and where they build up men—he forgot to tell you that those camps have been, from the very beginning, headed and in charge of a real member of the American Federation of Labor and an officer for many years in the Machinists International Union.

Many other matters that he referred to I am not answering just now. I have not got the time, but in his brilliance and sincerity and understanding, he only

scratched the surface of the serious problems confronting the workers of our country and the workers of the world.

He referred to our organization being the largest numerically in the Federation, which is true. You heard my statements this morning. We have perhaps quite a few more members than he reported. We have gained in membership to the Federation every year. We hope and trust to continue our gain in membership. However, we have seen other organizations go up and go down and we have seen organizations in other countries destroyed and the problems now confronting us is to legislate and protect the members of our organization and the members of the trade union movement by such action in this convention as to help to preserve the solidarity of the trade union movement as it is in our country. I do not mean as it is divided—you know what I said on that this morning. I am heartily in accord with the President of the American Federation of Labor when he states there is need of greater unity than we now enjoy in the trade union movement. I agree with him fully when he states that the Federation of Labor has expressed its willingness to continue negotiations but, through no fault of theirs, negotiations have been discontinued, to the loss of the rank and file of the workers of the nation.

There are many other dangerous elements, in addition to this disunity, that now secretly work to destroy not only our own American labor movement but to destroy the very foundations of government, as we understand government and freedom in our country. I trust that none of these serpentine elements will inject themselves into this convention because if they do we wish to be prepared, you and I, to meet them face to face and defeat their undercover attempts at disruption.

In behalf of our great membership, Mr. President, permit me to extend to you our gracious, heartfelt and sincere thanks for your presence here and for your illuminating and inspiring address.

In a few minutes I shall begin to read my report. I

shall ask you to stay in the hall regardless of the hour until we finish some of this work today in view of the fact we have no session tomorrow or tomorrow night.

There is a distinguished visitor in this city who has expressed a desire to come to the convention for a very few minutes but he is engaged in a conference in the hotel and cannot leave there, perhaps will not be able to get here until after we adjourn or at the time of adjournment.

He has recently been quite helpful in bringing about an agreement or at least a temporary understanding which, in my judgment, will help to prove to our Government the patriotic feeling of our members in listening to reason.

This great statesman, who served valiantly in the last war and is now Mayor of the great City of New York, Mayor LaGuardia, wants to come to the convention but I am of the opinion he won't be able to get over here until we adjourn. I hope he does—we are going to wait as long as we can.

I am just informed that the Mayor can't make it today and he will be here Wednesday afternoon. There are many mayors and there are many statesmen and Washington is inhabited by men of great ability and resourcefulness, many of them are great friends of labor, but there is none to whom this man should take second place in behalf of his struggle for labor.

Three of our unions, involving about 12,000 members in New York, have at last reached a temporary understanding through the efforts of the Mayor, by which they shall receive for the first time in their history one week's vacation with pay. The salary of those men down there is about \$47.00 per week and those gains have been made without a strike and in the midst of a so-called unemployment stagnation that permeates the nation which is referred to so often by many speakers.

I have appointed the following committees who shall work and try to bring in reports as soon as they can.

CONSTITUTION COMMITTEE

- Dave Beck, General Organizer, Seattle, Wash.
Thomas P. O'Brien, General Organizer, Washington,
D. C.
Frank Brown, Local Union 710, Chicago, Ill.
Fred H. Groth, Local Union 742, Chicago, Ill.
Thomas J. Lyons, Local Union 808, New York, N. Y.

COMMITTEE ON RESOLUTIONS

- Thomas J. Farrell (Chairman), Local Union 100, Cincinnati, Ohio.
Martin Lacey, Local Union 816, New York, N. Y.
Chester G. Fitzpatrick, Local Union 170, Worcester, Mass.
Frank Brewster, Local Union 174, Seattle, Wash.
John Bray, Local Union 704, Chicago, Ill.
Edward Crumbock, Local Union 107, Philadelphia, Pa.
Robert A. Borden, Local Union 612, Birmingham, Ala.
Nicholas P. Morrissey, Local Union 25, Boston, Mass.
A. F. Hudson, Local Union 120, St. Paul, Minn.

COMMITTEE ON GRIEVANCES AND APPEALS

- John P. McLaughlin (Chairman), Local Union 85, San Francisco, Calif.
H. E. Woods, Local Union 705, Chicago, Ill.
John O'Neal, Local Union 676, Camden, N. J.
B. C. Mazon, Local Union 249, Pittsburgh, Pa.
Paul Fuhrer, Local Union 432, Oakland, Calif.
Larry Monahan, Local Union 731, Chicago, Ill.
William Nagorsne, Local Union 200, Milwaukee, Wis.

COMMITTEE ON OFFICERS' REPORTS

Dexter Lewis (Chairman), Local Union 208, Los Angeles, Calif.

Frank Weizenecker, Local Union 181, Cincinnati, Ohio.

William A. Lee, Local Union 734, Chicago, Ill.

H. L. Woxberg, Local Union 13, Denver, Colo.

John Rohrich, Local Union 436, Cleveland, Ohio.

Jack Schlaht, Local Union 162, Portland, Oreg.

William E. Franklin, Local Union 302, Oakland, Calif.

John Del Monte, Local Union 379, Boston, Mass.

George Richey, Local Union 257, Milwaukee, Wis.

Frank Gillespie, Local Union 754, Chicago, Ill.

SERGEANT AT ARMS

James Ruehl, Local Union 449, Buffalo, N. Y.

ASSISTANTS

Steve Sumner, Local Union 753, Chicago, Ill.

B. I. Bowen, Local Union 465, Seattle, Wash.

Edward Benken, Local Union 98, Cincinnati, Ohio.

TO ASSIST GENERAL SECRETARY-TREASURER HUGHES, UNDER HIS DIRECTION

Charles Farrell, Local Union 98, Cincinnati, Ohio.

Michael O'Connor, Local Union 718, Chicago, Ill.

Those are the committees up to now. I trust that the committees will get to work to do what they can, and I trust that those who have not been named—there are 1,400 delegates, I do not know exactly, there are some who are not here—but you realize I can't very well appoint everybody on a committee, but I trust those who have not been named will not feel slighted. I have been in the A. F. of L. conventions for years and have been trying to get away from committee work, but have not been able to do it. Those on the floor will help just as

much as the committees. We trust those committees will get busy. Large committees are usually useless, and we have confined ours to five or six committees who will concentrate and bring in reports here. Every man having anything to do with any resolution will be given an opportunity, under the rules, to express himself. We endeavor to hold our convention free from any bias or prejudice or bitterness, but we do not want delegates to waste the time of the convention unnecessarily. As you know by the rules, all resolutions must be in here or in my rooms and office down in the hotel before 6 p. m. Wednesday evening. There has been a temporary Committee on Constitution. We need several very important changes in our Constitution, resulting from interpretations by the courts, who have incited those changes, for the protection and guidance of whoever is to conduct your organization for the ensuing period. A temporary committee has been working on it, preparing some of the sections and trying to interpret them to comply with legal rules, assisted by our general counsel, Judge Padway. I expect that committee, with the new addition that has been on there, to get busy tomorrow, tonight, and try to be able to make us at least a partial report after the Secretary-Treasurer has read his report, perhaps some time Wednesday morning.

I am now going to read my report, as per the usual procedure, and I want you to understand that I have only scratched the surface because were I to recite to you all the many things that have transpired in my office or that have come under my supervision the volume would be five times as large as the one I am going to present. I have, however, endeavored to keep you informed, through the columns of the Journal, as to what has gone on from month to month in the International Union and I am only referring in this report to the very important activities surrounding it.

Vice President Cashal in the Chair.

Vice President Michael Cashal presided while President Tobin read his report, printed copies of which were later given to the delegates.

After reading that section of the President's report under the caption, "Brewery Workers' Jurisdiction Case," President Tobin said:

"This is not in my report. President Green received an inquiry from an organization somewhere in the Eastern States as to what organization Brewery Teamsters should belong. He answered in the usual way, quoting the decisions of the conventions of the American Federation of Labor, that brewery truck drivers and helpers come under the jurisdiction of the International Brotherhood of Teamsters, as per the decision of the conventions of the American Federation. He was visited by an attorney within a few days and he informed me he was advised by that attorney from the Brewery Workers, who lives here in Washington, that President Green in giving out the actions of the conventions of the A. F. of L. was perhaps violating the injunction. I may be in violation of the injunction here."

At the conclusion of the reading of the President's report, Vice President Cashal stated that it would be referred to the appropriate committee.

President Tobin in the Chair.

Attention was again called to the address of the President of the United States, to be made Wednesday night at 9:30 o'clock, Eastern Standard Time.

At 6:30 o'clock P. M. the convention was adjourned to 9:30 o'clock Wednesday morning, September 11.

By arrangement of the Local Entertainment Committee, the entire second day of the convention (Tuesday) was taken up in a sightseeing tour of Washington and environs, including a boat ride from Mt. Vernon to Washington.

PROCEEDINGS
OF THE
Fourteenth Convention

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS, STABLEMEN
AND HELPERS OF AMERICA

Third Day
WEDNESDAY SESSIONS
SEPTEMBER 11, 1940



HELD AT WASHINGTON, D. C.
SEPTEMBER 9 TO 14, 1940



THIRD DAY—WEDNESDAY MORNING SESSION

Washington, D. C., September 11, 1940.

The convention was called to order by President Tobin at 9.30 o'clock.

CHANGES AND ADDITIONS TO COMMITTEES

President Tobin: On the Committee on Appeals and Grievances I am substituting Delegate Larry Monahan, Local 731, Chicago, for George Bendel, Local Union 712, who is sick, and who is not here.

On the Committee on Officers' Reports I am adding the name of Frank Gillespie, of Local 754, Chicago. I am also adding to this committee George Richey, Local 257, of Milwaukee.

There has been considerable talk around that many of the delegates have to leave here Saturday, that their local unions have not given them enough money to stay over. The most important part of the work of this convention will perhaps transpire after Saturday. You notice what is going on this morning. I was a few minutes late because the Mayor of New York insisted on talking to me on a contemplated strike in New York. I was delayed ten minutes in the hotel. It is now 9.50, and not more than half the delegates are here.

Let me impress upon you that it is your solemn and binding duty to be here on time. Let us try to do some of this work before the delegates leave here after Saturday night. As the convention goes on we will have to try to make arrangements for longer sessions or perhaps for night sessions that we can hold. Personally I would be very happy if we could finish our work Saturday night, but I am of the opinion it cannot be done, and I repeat, delegates coming here to attend this convention are under a solemn and binding obligation to attend on time every session of this convention until it adjourns.

We have with us this morning a visitor from Chicago

representing another International Union. I have had to refuse the time of the convention to representatives of International Unions or to other deeply sympathetic organizations because we could not afford the time. However, because of certain reasons, and because of our joint work together in many instances, I have consented to allow the time of the convention for four or five minutes to an International Representative of the Bakery and Confectionery Workers' International Union, Brother Joseph Schmitt.

ADDRESS OF JOSEPH SCHMITT
(International Union of Bakery and
Confectionery Workers)

Representative Schmitt said, in part:

Mr. President, executive officers and delegates: Owing to the limited time of your convention, I more than highly appreciate the opportunity granted by your President to briefly address you. I am here in behalf of the executive officials, the General Executive Board and the membership of our International Union of Bakery and Confectionery Workers to extend our heartiest greetings and best wishes for the success of your International Union. I am also here upon the special desire of our chief executive officer, Brother Myrup, as well as his associates and the entire membership to express our gratitude to your organization for the great help that has been extended to us in many difficult situations in unionizing efforts made by the Bakery Workers to organize certain establishments. The friendly relationship that has been developed during the past years for the benefit of our movement we wish not only to continue, but to be strengthened, and if there is a link missing under any complete cooperation in every jurisdictional line extended to our organization under the charter of the American Federation of Labor, I can assure you that our organization is endeavoring and doing everything possible to complete that chain of coordination.

I want to congratulate you upon the tremendous progress the Brotherhood of Teamsters has made under the leadership of your esteemed President and your other officials. Our International Union has made great gains, too. Since 1936, when our last convention was held in Pittsburgh, we have gained a little more than 60,000 members, until at the present time our total membership comprises more than 96,000, and I say to you here, with the full knowledge of our International officials, that a very large percentage of these gains were due to the cooperation and help received from your organization. We hope that, in the interest of completely unionizing the bakery and confectionery industry, your help and cooperation will continue.

President Tobin: I want to thank Brother Schmitt, of the Bakery and Confectionery Workers' International Union, for his generous and kind expressions toward us. We have several delegates here, real trade unionists, who are representing our local unions now and who at one time were members of the Bakery and Confectionery Workers' International Union. We are working in cooperation as much as we can without seriously injuring the safety of either organization. We have some misunderstandings with that International Union, especially in New York, but both of us are trying to adjust those differences, and I am quite hopeful that in time our jurisdiction and their jurisdiction will be duly respected by both organizations.

I thank you, Brother Schmitt, for your kind and generous remarks.

We will hear an announcement from the Chairman of the Committee on Arrangements, Brother Bob Lester, Local 33, Washington, D. C.

Delegate Lester, Local No. 33: The New York delegation wishes me to announce that if you are visiting in New York City you will be accorded a welcome and entertained there. Those who are anticipating going to New York will register with Brother Robert Sullivan in Parlor A, on the mezzanine floor.

PRESIDENT ROOSEVELT'S VISIT

The announcement I will now make is perhaps as important as any announcement that will be made in this convention, and it is very unsatisfactory to make a statement to such a poorly attended session. It will be the duty of you brothers, you delegates and visitors, to convey this message to the proper people. It is of great interest to you. It has to do with whether or not you get into this hall tonight. Certain arrangements have been made and the enforcement of those arrangements will be absolutely rigid.

We will have with us the President of the United States this evening. That is an occasion that is outstanding in the history of this nation. That is a courtesy that has been extended to you that has never been equalled in the history of this country. That means several things. It means that everybody in the city of Washington is going to try to get into this hall tonight.

We have made arrangements that we believe, if they are meticulously carried out, will assure you and your guests, whoever they may be, the legitimate guests of this convention, a seat in this hall. That in turn implies a little inconvenience to you. You are expected and required to enter this hall between 7.30 and 8 o'clock tonight. If you and your guests are not here at that hour, then the misfortune that you will suffer will be your own doing. It will not be our fault that the well of this house is not filled to overflowing.

There should be 1,400 men on that floor. It is not our fault if this message does not reach those for whom it is intended.

In addition to rigidly enforcing that final moment of 8 o'clock, we have certain other implications we must adhere to. One of them is that all boxes are reserved. No boxes will be occupied except through the recognized authority. It is my opinion that this central floor space should be filled by our delegates, because this is an international convention that the President of the United

States is going to address tonight. It means a little bit of inconvenience as far as your lady visitors are concerned. For a small space of time they will have to shift for themselves. We want the well of this house filled with delegates. Your lady visitors will be given seats in the gallery, comfortable and commodious seats, so the only inconvenience will be separation from you for a few minutes.

You have to put up with a little bit of inconvenience if you want to experience this extreme pleasure. The 18th Street door will be open and the ramp door on D Street will be open. The rest of the building will be closed. Nobody will enter those two doors that are open except those wearing the proper insignia. If you felt generous and have given your pass away, that again is your misfortune, but nobody will get through those doors without the proper badge unless the authority comes right from me.

I think I have been explicit, and if there is any unpleasantness arising from this it is going to be your fault and not ours.

President Tobin: You have heard the statements of the Chairman. They have gone to a great deal of trouble to make these arrangements. It is a very serious and a very important occasion, this evening's session. Spread the news to those brothers who are not here. There are enough seats in the body of the hall to seat every one of our 1,400 delegates. The first choice will be given to our visiting ladies in the galleries, and after a certain stipulated time, which will be announced later, the members in good standing of our International Union, and no other union, will be admitted, except those in good standing from different locals in Washington. They will be admitted after a certain time, and no other members of any other organization.

Of course the press will be admitted. There are 100,000 people trying to get in here tonight. If you are not here on time you lose your seat, and if you are not here after the instructions given it is your fault.

We shall now hear the report of the Committee on Credentials.

REPORT OF COMMITTEE ON CREDENTIALS

Delegate Mitchell, Secretary of the Committee, submitted the following supplemental report:

Local Union 170, James J. Stoltz.

Local Union 170, John Davis, alternate for Oscar Johnson.

Local Union 187, Joseph J. Seidman.

Local Union 187, William Caine.

Local Union 580, L. C. Robart.

Local Union 641, Charles Halpin, alternate.

Local Union 805, Hymen Singer.

Local Union 807, William Burke.

Local Union 807, Alfred Smith.

Local Union 807, David Frechette.

Local Union 807, Joseph Mangan.

Local Union 807, James Rossi.

Local Union 807, Joseph Cerniglia.

Local Union 807, John Strong.

Local Union 807, John Boylan.

Local Union 807, Thos. Clarke.

Local Union 807, Michael Igoe.

Local Union 807, John Flaherty.

Local Union 807, Albert Schrieck.

Local Union 807, Joseph Nichols.

Local Union 807, Eugene O'Brien.

Local Union 807, Thomas L. Hickey.

Local Union 807, Samuel Brennan.

Local Union 807, John O'Connor.

Local Union 807, William Devery.

Local Union 860, John Peterson.

Delegate Mitchell moved that the delegates named be seated in the convention.

The motion was seconded and carried by unanimous vote.

COMMUNICATIONS

Secretary Hughes read the following messages:

Washington, D. C., September 10, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Mayflower Hotel, Washington, D. C.:

On behalf of the general officers and general membership of the United Association we extend to you, your colleagues and delegates our sincere congratulations on the wonderful progress and advancement that you have made for your great organization, your general membership and the trade union movement of America. It is our ardent hope and desire, and we know that your deliberations at your great convention will redound to greater future success and attainments.

GEORGE MASTERTON, General President.

THOS. E. BURKE, General Secretary-Treasurer,
United Association of Journeymen Plumbers and
Steamfitters of the United States and Canada.

Philadelphia, Pa., September 11, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Mayflower Hotel, Washington, D. C.:

The officials and membership of Bakers Union Local No. 6, Philadelphia, extend warmest fraternal greetings to the officers and delegates assembled at the International Brotherhood convention in Washington for convention representing a major and militant force in the organized labor movement and coming amidst unsettled domestic conditions with threats of war regimentation and the destruction of labor's gains can best articulate labor's desire for peace and its uncompromising opposition to any attempts to nullify its gains.

OFFICIALS AND MEMBERSHIP, BAKERS
UNION LOCAL No. 6, PHILADELPHIA, PA.

Oakland, Calif., September 10, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Convention Hall, Washington, D. C.:

The Central Labor Council of Alameda County, Calif., extends fraternal greetings to the officers and delegates of your convention and wish you success in your deliberations.

WM. P. FEE, President.

G. C. SILVERTHORN, Secretary.

Harrisburg, Pa., September 10, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Mayflower Hotel, Washington, D. C.:

The officers and members of the Pennsylvania Federation of Labor extend their best wishes for a successful convention and a continuation of the remarkable program your organization has achieved in the field of labor relations.

JAMES L. McDEVITT, President,

DAVID WILLIAMS, Secretary-Treasurer.

Detroit, Mich., September 11, 1940.

Daniel J. Tobin, General President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Mayflower Hotel, Washington, D. C.:

Greetings to your fourteenth convention from the officers and members of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. The splendid progress of your great organization is an inspiration to all other bona fide trade unionists. As a sister organization whose members are engaged in public transportation work we have many interests in common and it is a matter of great satisfaction to us that we have through the years maintained a fraternal bond of friendship and cooperation with the Teamsters. To-

day both organizations unite in the common purpose of reducing the hours and increasing the wages and safety of truck and bus drivers in interstate highway work and we pledge our support to you in this continuing effort.

W. D. MAHON, International President,
Amalgamated Association of Street Electric
Railway and Motor Coach Employees
of America.

New York, N. Y., September 11, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America in Convention D. A. R. Hall:

On behalf of the Union Labor Life Insurance Company and myself, personally, I extend fraternal greetings and expressions of good will to you, your fellow officers, delegates, members and organization as a whole. We wish likewise to record our grateful appreciation for the splendid encouragement, cooperation and support your organization has rendered our company throughout past years. I am happy to say our company has realized an outstanding record of success in the life insurance world. Our financial status could not possibly be better and the beneficence of our work has been so great that it cannot be adequately expressed in words. I am sure we might look forward with confidence to your continued and increasingly helpful support and cooperation in the years before us.

May I also venture to congratulate you, your fellow officers and organization on the remarkable progress realized by your splendid organization. Your successes are to be measured not alone by number of members gained but by the ever high standards of employment and large rewards that have come to the men of your calling through united action. Indeed what is more important is the creation of happier homes and brighter lives that have come to your members, their families and depend-

ents and the greater opportunities presented to the hundreds of thousands of children under the parentage of your members who thus directly embrace the beneficent fold of your organization. I cannot help but join in the hope that all the successes thus gained may be fully safeguarded in these darkened days of the world and that soon again the shadows of world conflict will have given way to the sunshine of peace the world over and that the banner of free labor and free trade unions will not only hold securely in our own land but be permitted again to wave in all other lands. Best wishes and good luck to all of you.

MATTHEW WOLL.

San Francisco, Calif., September 11, 1940.

President Daniel J. Tobin and Delegates to the Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Constitution Hall:

Greetings and best wishes for a successful convention. It is the sincere hope of myself and all of San Francisco's organized labor that you continue the position of progressive and intelligent leadership of American labor that the past years have seen you build yourself up to. In the face of trying days for our democracy labor bears large responsibilities. On its shoulders falls the major load in the fight to maintain American principles the Teamsters are the logical group to show the way. Let us show our gratitude by pledging ourselves to the reelection of labor's greatest friend, Franklin Delano Roosevelt. Let us strengthen labor's position as a safeguard against foreign ideas by insisting on a just and fair reunion of the American labor movement.

Fraternally,

JACK SHELLEY, President,
San Francisco Labor Council.

Baltimore, Md., September 11, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Constitution Hall, 18th and D Sts., N. W.:

All good wishes for successful convention. We invite you to hold your next convention in Baltimore.

JOSEPH P. McCURDY, President,
Baltimore Federation of Labor.

President Tobin: Brother Beck, chairman of the Constitution Committee, desires to make an announcement before the Secretary proceeds with his report.

REPORT OF COMMITTEE ON CONSTITUTION AND LAWS

Delegate Dave Beck, chairman of the committee, submitted the following report:

Your committee begs leave to report as follows:

Your committee has considered all provisions in the Constitution with a view to complete revision of those provisions requiring amendment and changes. After full and complete consideration, your committee approved of a tentative draft embodying a number of proposed changes in the present Constitution.

Realizing that it would be difficult for the delegates to fully understand the recommended changes without the submission of a printed draft to the delegates, your committee has caused to be printed the proposed revision of the Constitution and there will be placed in the hands of every delegate, a copy of the proposed revised draft of the Constitution. This draft will be considered as the first order of business of this committee before the convention.

The committee desires to inform the delegates, and particularly those who have submitted resolutions and proposals for the amendment of the Constitution, that all

such proposals have been carefully considered by the committee.

In view of the fact that practically all such resolutions and proposals have been treated in some manner in the proposed revision of the Constitution, your committee recommends that action be withheld on such resolutions and proposals until the complete proposed revision has been considered and acted upon.

It is the opinion of the committee that action on the proposed revision will dispose of the majority of the resolutions and proposals submitted for amendment of the Constitution by the various Locals, joint councils and delegates.

Therefore, your committee now recommends that all action be postponed until the complete proposed revised draft is submitted and considered, which we expect will be done this afternoon.

President Tobin: Brother Beck, let me state to you that I am liable to call on your Constitutional Committee or some of the other committees for a partial report this afternoon, as soon as the convention reconvenes, either your committee or some of the others. I want the committees to get to work and be ready to begin as soon as we have any time.

You have heard the recommendation Brother Beck made there and the statement that on resolutions pertaining to amendments to the Constitution, that all discussion or action be deferred on them by the committee to which they are referred until such time as the Constitution Committee reports, and that they be considered where they properly belong. That is your recommendation.

Chairman Beck: Yes.

President Tobin: Is there any objection to that recommendation? Hearing none, it is so ordered.

Delegate Lester, Chairman of the local Arrangements Committee, made an announcement with regard to the dinner to be given at the Mayflower Hotel on Thursday

evening at 7 o'clock, and asked all delegates to be on time. He also told the delegates that unless further progress was made with the work of the convention it might be necessary to cancel some of the entertainment arranged for the evening and hold night sessions.

President Tobin: Give your attention now to Secretary-Treasurer Hughes, while he reads his report.

**REPORT OF SECRETARY-TREASURER
THOMAS L. HUGHES**

Secretary-Treasurer Thomas L. Hughes submitted his report for the five-year period. The report of the Secretary-Treasurer will be found at the beginning of these proceedings.

President Tobin: Under the usual procedure, the report of the Secretary-Treasurer will be referred to the Committee on Officers' Reports, and to that committee I am adding a man I overlooked in the beginning, Brother George Richey, Local 257, Milwaukee.

We have a very, very important guest here this morning. It would be presumption of the worst kind on my part to attempt to describe the human side of this man. He is an outstanding character, not only in our own country, but in every civilized nation in the world.

We are hearing a lot about war now, and during the World War this man did not have to be drafted. He gave himself up to our Government in defense of the nation and served in perhaps the most dangerous branch of our military service in France, in the aviation division.

During his years in Congress he has worked closely in touch with the officials of labor. He is a part of the important historical advancements made by labor.

The Norris-LaGuardia Bill is perhaps the first outstanding piece of legislation that guaranteed us liberty from the prosecution that we were enduring.

He is neither a Republican nor a Democrat, he is a statesman.

The world-famous city of New York is one of the greatest in the world, but was smeared for half a century

by his predecessors and their associates, smeared so badly in the political arena that it brought a blush of shame to the 99.99 per cent decent citizenship of that city. LaGuardia has brought to that city fame, honor, and cleanliness, politically and industrially. He is here serving on a commission recently appointed by the President to enter into a better understanding with our neighbor on the north, some of whose citizens are delegates to this convention. It is a very serious and important commission. The President of the United States has chosen this man, who understands war, who understands suffering, who understands clean political efficiency, as his representative on this all-important commission. The commission is now holding sessions in this city.

Mayor LaGuardia has left that commission to come over here and say a word to you, a word of encouragement and a word of greeting. It is indeed a pleasure, more than empty words can convey, for me to introduce to you this morning that statesman, that human friend of labor, the Honorable Fiorello H. LaGuardia, Mayor of New York.

**ADDRESS BY HON. FIORELLO H. LaGUARDIA
(Mayor of New York)**

Mr. President and Delegates: I appreciate the compliment of your President's invitation to come here and have the privilege of seeing you and greeting you. As President Tobin stated, we are in the midst of very serious and important conferences with representatives of the American Government. I wanted to come here to publicly express the thanks of my city to your President for his fine and courageous and progressive leadership of the American labor movement. (Applause.)

I need not tell you, men experienced and active in the labor movement, that labor during the past seven years has gained more, not by hand-outs, not by empty phrases, not by a pat on the back during the time of election, but by having their rights recognized in the law of our land—

labor has gained more in 7 years than they had gained in 70 previous years. These rights have given labor parity with industry, the right recognized in the law of collective bargaining, the recognition that it is the function of government to provide for superannuated workers—all of which had been discussed for over a generation in our country, but not until we had the courageous, progressive leadership of President Roosevelt was it written into the law of our land. (Applause.)

That, of course, brings with it greater responsibility to labor leadership. When there were no rights recognized in the law, when sometimes even meetings of workers were prohibited in certain sections of our country, of course it produced a different kind of leadership. But when there are rights recognized, then labor must produce as keen and as intelligent leadership as any other combination of men in the country.

Your President displayed rare courage here in his address to this great organization when he stated that this organization demanded clean and honest leadership in every city of the country.

Of course with all of this our complete happiness has been marred by the division in the labor family of our country, and I would not be frank if I did not utilize every opportunity, when talking to organized labor, to say that the quicker the present division is eliminated and labor united again in one strong, powerful organization, the better it will be for the American labor movement.

Again, I must pay tribute to President Tobin because he has had the vision and has exercised every possible effort to settle the present differences. If they had taken Dan Tobin's advice years ago this never would have happened, and I am hopeful that through Dan Tobin's effort and that of other leaders, having in mind only the best interests of the American labor movement, there will soon be a complete reconciliation and the division will be absolutely eliminated once and forever in our country.

Now just one word, men, because talk of whatever

we may, the thought is uppermost in our minds on the present world condition. It is a sad world today, and there is no telling where it will end. Treaties, international law, the policy of good neighbor, everything seems to have been wiped out. We have seen one country after another invaded and occupied, for no reason at all except that a stronger nation desired to take it or to use it as a field for military operation. One time we thought that we were protected by distances and by oceans, and now we see, in the new methods of transportation and the new modern weapons of war, that distance is not enough to protect any land. Therefore, we are proceeding accordingly. We are proceeding in accordance with the new conditions in which we are living.

There is no use in sending polite, diplomatic notes. The language of diplomacy is no longer understood. The provisions of a treaty are no longer recognized. Men, there is only one language that the totalitarian countries of the world now understand, and that is the language of force. You have to be stronger than they are.

Now I want to make one thing clear, because there has been a great deal of misrepresentation. The President of the United States, recognizing these conditions and having made every possible human effort to first prevent the war and then with the hope of bringing it to an end, has recognized the danger facing our country. He has asked the Congress for sufficient funds to provide the necessary weapons of war for our defense, and Congress has responded. We are now producing, as rapidly as American industry possibly can, the necessary equipment to meet the requirements of a national defense. Soon young men will be called into the Army for military training. But what I want to say is this: That all of this preparation, that all of this training, that all of this enormous program for national defense has but one purpose. As long as President Roosevelt heads our country, that purpose is to keep us out of war and not to get us into war. Failure to be properly armed exposes our

country and our hemisphere to the danger of attack. A declaration of policy that we want peace, if we are not strong enough to back it up, will be of no avail.

But when this program is completed, and we will have trained and prepared to meet all comers, then I can assure you there will be no comers. This is a time for national unity. This is the time that all good Americans must rally in support of their Government. (Applause.)

After all, the greatest factor in the success of Germany was its national unity, and how was its national unity brought about? By force, by violence, by persecution, by oppression, by exploitation. But they brought about national unity, by hatred. We don't have to invoke those things. They are abhorrent to you and to me and to every liberty-loving human. We can bring about national unity through the philosophy of love, through cooperation, through mutual understanding and through bringing to all of the American people economic security.

We have now more to be thankful for than any other nation in the world, and our social welfare and economic security program is not yet complete.

I congratulate you, Mr. Tobin, on your fine and splendid organization, and I know that such organizations are progressive, yes, but thoroughly American.

So off with our coats and let's roll up our sleeves. We will go to work and America is safe.

President Tobin: The Mayor is in a hurry and I don't want to hold him for a minute. You will notice that in this convention, through an understanding which I reached with my associates on the Executive Board, much as we would like to have done so, we could not afford, with all of the business in hand, to invite to address this convention many of the great statesmen who are here in Washington and who are the particular friends of the common or working people. You notice none of our great friends among the Senators, many of whom are up for election, like Jim Meade, one of the men in the United States who has worked himself up from a railroad union

man to the honored position he now occupies, he and other innumerable friends of labor in the Congress of the United States have not been invited. We could not have them here.

We did invite, by instructions from our Executive Board, and suggestions from my official associates, the Mayor of New York, because we heard he was going to be here.

He is here on more than one important mission. He has been acting all this morning as a mediator and conciliator between some of our unions in New York and their employers in the Mayflower Hotel. He is going back into that conference some time today. Our people in New York will perhaps do more for Mayor LaGuardia, because he has proven himself their sincere, unselfish friend, than they will for any other individual.

Last week he called me on the telephone and advised me of a situation, said that he believed that he would be able to bring about a certain condition and asked me if I would help. I called our Board and they did help. We called in the Union that was holding out against a proposition that could, as we thought, have been obtained. I refer to Local 807 of the Truck Drivers, a powerful organization having in its hands a great deal to do with the movement of commerce and industry in that great city, which is now truly, perhaps, from an industrial and monetary standpoint, the metropolis of the world. The officers of that Union came before our Board. We advised them as to what we believed they should do. They brought the message back to their people in New York, and in last Sunday's meeting that Union voted to carry out the instructions of the National Executive Board and to accept the proposition which the Mayor of New York proposed and which we believed could have been obtained.

After that was done some one of the several associations of the employers in the trucking business, or all of them, had some reason for not accepting the proposition. The result is this, that there is somewhat of a secondary

disagreement, not on our part, not on the part of Local 807, not on the part of the Mayor, but because of the attitude taken by some one of those associations. I am hopeful that the strategy, the diplomacy and the intellectual ability of the Mayor will have such effect on the minds of those who are endeavoring to prevent the consummation of the settlement that there will be no stoppage of work, because it is not only dangerous for us at this time if we can humanly prevent it, for, say what we will, we know that all of the organizations of the world outside of our own country have been destroyed, and our organizations here are right on the balance—I don't know, because I must be careful of the description, but they are right on the balance of whether or not we will have this continued civilization of ours or whether we, too, will be forced into the quagmire of destruction.

No matter what we ourselves think, we must be careful that we do nothing to embarrass either our friends who are city officials or the Government officials of the nation by any act of ours that may be considered as unjustifiable. By that I do not mean at all that we must surrender our rights in any way, shape or manner.

It has been my privilege to serve in an official manner on the National Council of Defense here in Washington, endeavoring to keep the peace within the factions of labor, and up to now we have established peace. Those men on both sides representing the national unions, understanding the danger of the country and of the world, made sacrifices, but in every movement, in every action in which difficult questions arose, by those who represented industry, when it was called to the attention of the Chief Executive of the nation, he insisted that the things that labor had fought for and won socially and economically should not be set backward, but that wherever it was warranted, wherever the industry could, labor would continue in its onward march for greater things, wherever the industry could afford it legitimately.

I merely mention those things to tell you what this

great genius, this great executive has done and is doing. Not only is he rendering service to the masses of our working people, but in a city like New York, of ten or eleven millions of people, made up of every nationality in the world, who may not fully understand the seriousness of the problems confronting the world, he is rendering a service to his city, his state and his nation beyond evaluation in this serious period.

On behalf of our people, Mr. Mayor, not only our 51,000 members in and around New York and their families and their friends, but in behalf of our international union, with its enormous membership and its connections and contacts, because of the service you are rendering our country and our people, I tender to you the gratefulness of this convention for your presence this morning.

Now in order to get over some of the speech making and listening to some of the important information that we must have in this convention, as you know, I referred in my report to the creation of a new department since our last convention. And, by the way, for the benefit of the press, might I disconnect my statement here by stating that you understand the report Secretary Hughes read was a report for five years. It was very depressing to know that many of the men whose names he read there as receiving salaries have passed away, among them Michael Casey, and others I could mention. I know our delegates understand it is a five-year report, and, so far as I know, we are the only organization that reads a report in detail of the amount of money paid in and paid out, down to the postage stamp, in the Secretary's report. Most organizations, in order to save time, keep the records in their office and make a report in a lump sum of the amount expended for different items.

You will notice one item is rather conspicuous, an item of \$304,000 in tax paid to the American Federation of Labor since your last Convention. It is my judgment that in this one year we will, perhaps, pay the Federation \$100,000 in taxes, and unless the world goes to pieces

entirely and our labor unions are destroyed, as they have been in many places, we will pay to the Federation half a million dollars in taxes between now and our next Convention.

I want to make those things plain for the benefit of the public and for the benefit of our people who are visitors and who do not understand.

I am going to introduce to you now a man who, when I first met him, I disagreed with substantially. I was in one of the conventions of the Federation. This man comes from the city of Milwaukee. Since I got to know him and to know of his ability, I have found that in many instances I was entirely wrong about his ability, his sincerity and his full understanding of the dangers of labor from a legal standpoint.

Within the last seven years there have been instituted many pieces of legislation giving greater liberties to the workers. There are too many for me to recite, but I might call your attention to what now seems to be a dream—and I refer to that very confusing legislation which was entitled the National Recovery Act. While that act was declared unconstitutional by the Supreme Court as constituted some four or five years ago, it gave labor its first real breath of liberty.

Then there were other acts leading up to the establishment of the passage of the National Labor Relations Act, commonly called the Wagner Act. All of that legislation so sharpened the wits of our employers that the finest and most expensive and most competent legal talent in the country was employed either to dig holes in those laws if they failed to have them declared unconstitutional or to amend them to such an extent that they would become useless to the rank and file of labor, whom they were intended to help.

This brought about the necessity of every organization of labor having to engage counsel here, there and everywhere. Our National Executive Board found it necessary to engage the services of a man who was trained

in labor laws. We found that man. He also serves the American Federation of Labor, having moved his offices from Milwaukee, where he had a large labor practice and where he served on the bench as a judge for several years.

He has done splendid work for us, not always winning, but very often, and more often than not this man has been successful in preventing us from being convicted when we were charged with the commitment of infractions of the law.

I now take pleasure in presenting to you a man whom I think is perhaps the best labor lawyer in America, Judge Joseph Padway.

ADDRESS OF JOSEPH A. PADWAY
(Counsel for International Union)

Mr. President, delegates, ladies and gentlemen: This is the first opportunity I have had to address a convention of the International Brotherhood of Teamsters, and to address your convention in the capacity of general counsel is an honor indeed. And I am mindful of the distinguished honor which is mine in serving as general counsel to the greatest International labor organization in the country. One would indeed be insensible and lacking in human emotion if he did not respond to the generous expressions of praise accorded me by your General President.

Since my appointment as general counsel of this organization I have had many important legal matters assigned to me by President Tobin. As he has explained, labor organizations today are confronted with many laws which bring them more and more within the sphere of legal activities. And not all of those problems are of a dramatic nature; they are not all court cases; many of them are of great importance, yet we hear little about them.

Then, not all legal problems consist of affirmative ac-

tion. Some consist of analyses and study, culminating in advice not to take certain action. For instance, I can illustrate this by a matter—one of the first which came to my attention when I became your general counsel. A certain writer slandered your General President. After considerable thought and study it was decided not to bring suit against the publishing company and the writer, although the publishing company was well able to pay substantial damages, and your General President would have recovered substantial damages. But the writer was a person of no consequence and the book itself had little circulation, and the bringing of a lawsuit would have accomplished what the writer sought, namely, to get into print through the prominence of your General President.

Each and every week legal problems are considered, and the decision is not to bring suit or not to take legal action. President Tobin told me that one of the things he expects from me is, "Your job is to keep us out of courts."

But then there are cases concerning which we cannot keep out of court—cases where other parties sue us or bring us into court—for instance:

1. There are now pending in Boston and in Connecticut suits brought by certain trucking concerns against our Locals, and, in one instance, against the International, for a million dollars, alleging conspiracy in violation of the anti-trust laws.
2. Recently a suit was brought in Portland, Oreg., against a Local, joining the International, for several hundred thousand dollars. This suit was recently dismissed by the Court.
3. A short while ago one of our General Organizers and several officials of Local 639 in Washington, D. C., were indicted by Thurman Arnold for alleged violation of the anti-trust laws. (I will tell you more about this case in a few moments.)
4. Then there are National Labor Relations Board hearings which require legal attention, particu-

larly those cases in which the decision may establish a precedent.

5. Then there is the Wage and Hour Law which has brought problems requiring consideration. We have had several hearings involving matters of great consequence to our organization before the Wage and Hour Division. Only recently one of the important questions was whether certain classes of employes within the jurisdiction of the International Brotherhood of Teamsters ought to come under the Wage and Hour Law or under the jurisdiction of the Interstate Commerce Commission.
6. Then there are matters that come before the Federal Trade Commission. For instance, the Federal Trade Commission has brought proceedings against large bakery concerns in Sioux City, Des Moines and Omaha, and has joined the the International Brotherhood of Teamsters, because of an alleged agreement entered into restricting the employment of drivers who own or lease their own vehicles.
7. Even hearings are necessary and have come to the attention of the Coal Commission. There is a strong drive on in this country by the owners of natural gas enterprises to displace all coal gas works in the country. An effort is now being made to introduce natural gas in Wisconsin where there is no natural gas, and Coal and Ice Drivers' and Helpers' Union No. 257 is at present engaged in a strenuous effort to obviate the introduction of natural gas, because it will displace several hundreds of employes, many of them affiliated with the Teamsters' Union.
8. But one of the greatest problems confronting your organization, in my opinion, is the present tendency to merge trucking concerns into one corporation. At present there are several such applications pending before the Interstate Commerce Commission, and only recently there was com-

pleted a prolonged hearing before the Commission affecting a large merger in the United States. Your General President has directed that these mergers be opposed by the International Brotherhood of Teamsters. Because Mr. Fred Tobin, Legislative Representative, and I were engaged before another branch of the Interstate Commerce Commission in a hearing pertaining to safety rules in the city of Chicago, we were not able to be present at the merger hearing; but Organizer Thomas O'Brien was present and represented the International at this hearing.

I predict that before long the subject of mergers, as the same will affect the Teamsters' Unions, will be as important and as grave as the subject of mergers of railroads which confronted the Railroad Brotherhoods for many years.

And so you will see that hardly a week goes by where there is not some hearing, at some place, before some governmental body, affecting the interests of the International Brotherhood of Teamsters and its affiliates. I might mention one or two within the last few months that have given us considerable concern, and which required the attention of my office and the office of Mr. Fred Tobin.

1. Hearing before the Interstate Commerce Commission lasting three weeks, involving the adoption of rules for hours of employment for over-the-road drivers. This was an important hearing, and at the conclusion of it we had to appear before the full Interstate Commerce Commission consisting of 11 members, and argue the merits of the rules.
2. Formal hearing was held at Washington before the Interstate Commerce Commission in the matter of physical examinations. The Interstate Commerce Commission maintains that the law requires compulsory physical examinations, and it was necessary to appear and object to harsh or unnecessary

rules which might have had the effect of eliminating from employment hundreds of our members.

3. Recently there was a hearing at Chicago which lasted three weeks, which was looked after by Mr. Fred Tobin and myself, pertaining to safety in operation, for the purpose of determining whether employes other than drivers come under the jurisdiction of the Interstate Commerce Commission or under the Wage and Hour Law.
4. I have already explained to you the hearing which was attended to by Mr. Thomas O'Brien, with assistance from our office, in the matter of trucking company mergers.

I don't want to leave you under the impression that I do all of this work. I could not physically do it. Your Legislative Bureau here in Washington, in charge of Mr. Fred Tobin, does most of the non-legal work which is vitally necessary in order to properly present these many problems to the Boards and Commissions before which they are heard. There are times when several hearings are being held at one and the same time, and then Fred Tobin shoots over to one, my associates shoot over to another, and our old stand-by, Tom O'Brien—whom we have all named "Cardozo"—will be looking after another.

I am of the opinion that because of the great problems which will confront your organization in the future, whether you intend to do so or not, you will find it necessary to create an economics department. In other words, you cannot continue with an organization of a half million members, with the multifarious problems that affect you legally and economically, without an adequate legal department, legislative departments, and an economics department. I appreciate that this may mean considerable expense to your organization, but it is as vital an expense as the many other expenditures you make in connection with the work performed by your organization. In fact, time will not permit me to outline all the work these departments perform, and which it will be necessary for them to perform, in the future.

MENACE OF THE ANTI-TRUST CRUSADE

And now may I address myself to some of the actual cases which I have handled for your organization or its affiliates, which I consider of such importance that you ought to know about them. I may of course in this connection dwell with principles in general in order to more forcefully present the main points of the case. I will first discuss the menace of the anti-trust crusade of the Anti-Trust Division of the Department of Justice under Mr. Thurman Arnold.

The Sherman Anti-Trust Law was passed in 1890, for the purpose of curbing monopolies. Only a quarter of a century before, the Civil War had ended. Combinations of capital were becoming strong and powerful, and it was feared that although we had merged from human slavery we were entering upon economic slavery. Therefore the Sherman Anti-Trust Act was passed; but it was definitely intended by Congress, and it was so stated by Senator Sherman, that the Act did not intend to embrace within its provisions labor organizations or their activities. However, almost the first prosecutions under the Act were of labor organizations.

DANBURY HATTERS CASE

Then came the prosecution in the famous Danbury Hatters case, which resulted in a judgment for treble damages for a quarter of a million dollars, because the Hatters Union had engaged in a boycott of non-union consumers. The homes of the workers were attached and levied upon, and only through the payment of this judgment were those homes saved from sale upon execution to satisfy the judgment.

The Danbury Hatters case dramatized the anti-trust laws insofar as the same affected labor. Congressional intent was thwarted by the courts, and so it became necessary to seek amendment to the law. President Gompers, heading the forces of organized labor, agitated for an amendment, and so the Clayton Act was passed.

CLAYTON ACT

Now, here, in definite language, it was stated by those who framed the bill, that labor organizations were to be exempted from the anti-trust laws.

The ink was hardly dry upon this Act when again the reactionary forces commenced to prosecute labor under the anti-trust laws. The usual method of procedure was for an employer to sue a labor union for treble damages under the law, or to restrain the labor organization from engaging in normal activities. Three cases serve to illustrate this method of attack:

1. *Deering v. Duplex case*: Here unions were restrained from engaging in a sympathetic strike with the Machinists Union in order to induce the Duplex Printing Press Manufacturing Company to unionize its plant. The court held that the unions engaged in the sympathetic strike were strangers to the controversy, and in refusing to handle "scab" material they were violating the anti-trust laws, and the employer could recover civil damages and enjoin them from such activities.
2. Then came the *Tri-City case*: In this case President Taft, although upholding the right of labor unions to strike, restricted its practical efforts so as to reduce the efficacy of the strike to almost nothing. He held that even though thousands of workers were on strike at a large plant, only one picket to each of the three entrances would be allowed to picket the plant. President Gompers said that if by some superhuman effort these lone pickets could be made to be heard, they, too, would no doubt be thrown into jail.
3. The *Bedford Stone Company case*: Then came the Bedford Stone Company case, which brought forth the statement from Justice Brandeis in his famous dissenting opinion that this constituted involuntary servitude. In other words, stone masons who

refused to work on "scab" stone were told that they were enjoined from combining and quitting their employment under penalty of contempt of court.

After these reactionary decisions a roar of dissent went up from organized labor and the public, so that for a long time the anti-trust laws were not applied to organized labor.

THURMAN ARNOLD'S REVIVAL OF ANTI-TRUST LAWS—FORTY PROSECUTIONS IN THE PRIOR FORTY YEARS

(Almost that many by Thurman Arnold in one year)

THIS IS NOT AN ATTACK UPON THE ADMINISTRATION

But in 1939 came Mr. Thurman Arnold, a college professor with some unique theories, and revived the anti-trust laws with great intensification, centering his activities and attack particularly on organized labor.

In the 40 years preceding Mr. Arnold's regime there have been about 40 prosecutions under the anti-trust laws against labor—about one a year. In a little over a year, during which Mr. Thurman Arnold has undertaken prosecutions under the anti-trust laws, he has instituted almost 40 prosecutions against labor.

Now, in making that statement I want to make something clear so that the press does not misconceive what I am stating. A short time ago when I made that statement in another talk, the press described it as an attack upon the Administration. Let it be definitely understood that my statement here is a recital of fact insofar as the anti-trust division is concerned, and not an attack upon the Administration. I want to state most definitely here and now, that insofar as the Administration is concerned, you know, and I need not tell you, that never before in the history of any administration under any President

has labor obtained as much beneficial legislation and achieved as many advantages as it has during the administration of the past seven years. The mere fact that one particular individual, who is not even at the head of a department, has some peculiar notions, and in a burst of excessive zeal, misconstrues the law so as to pursue a course destructive to organized labor, is criticized, is not an attack upon the Administration. Your General President and I had a personal conference with Mr. Thurman Arnold. I do not think I am transgressing when I say that we had a personal conference with the then Attorney General, the Honorable Francis Murphy, now Justice of the Supreme Court of the United States, and it was clear to both of us as it would have been to anyone else, that in no manner is the Administration responsible for what Mr. Thurman Arnold has done. It is the result of a mistaken, intensified activity by an individual who believes that a certain course or policy will lead to glory and fame.

INDICTMENT OF TEAMSTERS' UNIONS AS WELL AS OTHER UNIONS

In his promiscuous indictments Mr. Arnold did not omit the Teamsters. He indicted them in several places, just as he indicted other unions. He indicted them because of certain peculiar notions he has, and certain theories he is endeavoring to expound. Chief among these are the following:

He holds it criminal to—

- (1) Combine to prevent the use of cheaper material;
- (2) Combine to compel the hiring of unnecessary labor;
- (3) Combine to destroy established bargaining agencies;
- (4) Engage in jurisdictional disputes.

There isn't time to analyze all of these, but I should like to make a comment or two respecting them. What do Mr. Arnold's theories amount to? He says it is a

crime to combine to prevent the use of cheaper materials, which means merely this—he is endeavoring to protect the non-union employer who manufactures non-union material, and he holds it to be a crime for union people to refuse to work on such “scab” material. In fact, he does nothing more than attempt to bring back and uphold the discredited and outlawed sweatshop.

When Mr. Arnold holds it to be a crime to combine to compel the hiring of unnecessary labor he in effect says that labor unions seeking to reduce the hours of employment, which inevitably has the effect of requiring additional labor, such activities on the part of labor unions constitute a crime.

Mr. Arnold says to destroy an established bargaining agency is criminal. There are hundreds of so-called independent unions functioning in this country. In my opinion they are all company unions, but they are within the law because we are unable to prove that they are company unions. They are called the shop committee, or the American plan, or the representation plan. They are given high sounding titles, but they are nothing more than company unions even though they are permitted by law to function. But since when is it a crime for a legitimate labor union to endeavor to induce the members in that independent union to become members of the legitimate union and thereby destroy that established bargaining agency? Mr. Arnold would foster the company union and prevent its elimination by making it criminal to do so.

But one of Mr. Arnold's pet theories is the abolition of the jurisdictional dispute.

JURISDICTIONAL DISPUTES

Case Against O'Brien, Bell, Stream, Trainham, Keyser

Mr. Arnold would make it a crime to strike in furtherance of a jurisdictional dispute. One bright day last year he thought he had the ideal case. The Teamsters had called strikes here in Washington, D. C., tying up several

buildings, because concrete-mixer trucks were being operated by engineers, contrary to a jurisdictional award of the A. F. of L. Building Trades. Mr. Arnold said he cared nothing about the award. He didn't respect labor's own tribunals. He said there were strikes in existence, buildings were tied up, and that the Teamsters therefore had engaged in crime. He called together a grand jury, and in 24 hours, after a superficial hearing, indicted International Organizer Thomas O'Brien and the Local officers, Keyser, Stream, Trainham and Bell. I moved for dismissal before Justice Gordon, but it was overruled. After Justice Gordon had overruled the motion Mr. Arnold decided on a quick trial. I asked that the case be postponed until the Supreme Court had decided certain anti-trust cases, but this he would not hear of. He sent his several lawyers down to the court and urged immediate trial. I asked for two weeks. He refused. I have in my possession a letter, in which he states that this case differs from any of those presented to the Supreme Court; that our people were guilty; and that he insisted upon immediate trial. And I was forced into trial within a few days.

There was a hint from some source—I do not say it came from Mr. Arnold, but it was a fairly good source—that if one of our men would plead guilty and take a little fine, the case would be dismissed. I brought this to the attention of General President Tobin. Tobin answered, "Your orders are to fight that case through to the finish. Thousands for defense, but not a penny for tribute!"

The case was called as scheduled, and Secretary Hughes came down here to give every aid and assistance possible. That case was tried for three weeks. On the third day the five lawyers for the Government were augmented by a sixth. When the Government rested I moved for a dismissal. The court heard arguments, at the conclusion of which the court stated he saw no wrong or crime in what the union officials had done. He asked the bailiff to bring in the jury, and when they filed in he told

them, "Gentlemen of the Jury, I direct you to return a verdict of not guilty."

And that was the Teamsters answer to Mr. Arnold's indictments for having engaged in a legitimate labor union activity, even though it is called a jurisdictional dispute.

THE APEX CASE

But were we right in our stand? After this case was dismissed the United States Supreme Court came down with the decision in the Apex case. This case involved a sit down strike on the part of the C. I. O. Justice Stone, writing the opinion for the court, said that labor unions were exempt from the anti-trust laws unless the employer used them in combination with him to restrain competition for the purpose of enhancing prices. He made it clear and definite that labor unions acting within their own sphere, even if they committed wrong, could not be prosecuted under the Sherman Anti-Trust laws.

Let me see if I can make that clear to you. Justice Stone said the anti-trust laws are not policing laws. If a car full of stockings en route from one city to another was halted and burned by union men, that was not a restraint of interstate commerce within the anti-trust laws; that was the crime of arson. The anti-trust laws deal with competition affecting prices and not ordinary crimes.

Justice Stone used this language:

"Since in order to render a labor combination effective it must eliminate the competition from non-union made goods . . . an elimination of price competition based on differences in labor standards is the objective of any labor organization.

"But this effect on competition has not been considered to be the kind of curtailment of price competition prohibited by the Sherman Act."

Thus did the United States Supreme Court knock Mr. Arnold's theories into a cocked hat.

GOVERNMENT BY INJUNCTION BEING REVIVED

Government by injunction was the order of the day until 1932 when Wisconsin and Congress passed the Norris-LaGuardia Acts. Then came decisions upholding these acts, such as *American Furniture Company* and *Senn v. Tile Layers Union*. Now in an effort to destroy effectiveness of these decisions: Wisconsin, Oregon, Minnesota, Michigan, Pennsylvania, passing pro-injunction laws. United States Supreme Court, however, is thwarting efforts of these reactionary states by decisions such as *Thornhill* and *Carlson*.

As a result of the emasculation of the Clayton Act in the Duplex, Tri-City and Bedford Stone cases, government by injunction became the order of the day. Federal judges were rampant and issued injunctions upon the mere request of any employer. In the railroad strike in 1922, 300 injunctions were applied for by Class A railroads, and 300 injunctions were issued ex parte.

President Gompers was disillusioned. His great magna carta containing the phrase "The labor of a human being is not a commodity or article of commerce" came to naught. Therefore President Green, President Tobin, and the Executive Council of the American Federation of Labor agitated for another law. They appealed to Congress, and Congress passed the so-called Norris-LaGuardia Act. I testified before the committee while this act was being considered. Wisconsin passed a similar act a year before Congress passed the Norris-LaGuardia Act.

The act revolves around what constitutes a labor dispute. Heretofore courts had issued additional injunctions on the theory that a particular controversy did not constitute a lawful labor dispute. Therefore, in the passage of this act definitions were inserted of what is a labor dispute. However, the act was attacked by reactionary employers who endeavored to destroy it and have the courts construe it in such a way that a labor dispute had to be confined to the employer and his immediate employees.

AMERICAN FURNITURE COMPANY CASE

The first test came in the State of Wisconsin in a case brought by the Teamsters Union—the American Furniture case. The teamsters employed by the American Furniture Company voted not to join the union. The union demanded a contract of the employer. He refused. Picketing commenced although no employe was a member of the union. The lower court refused an injunction, and the Supreme Court of the State of Wisconsin held that this controversy was a lawful labor dispute. It recognized the economics in the situation. It accepted the argument that union houses could not pay union wages or renew their contracts if non-union houses were paying lower wages and chiseling in other respects.

SENN CASE

Then came another case known as the Senn Case. Here a man by the name of Senn engaged in the tile contracting business employed one man. The Tile Layers Union asked him to unionize. It included in its contract a provision that he was not to work with the tools of the trade. Senn refused. The Tile Layers Union picketed his jobs. He sought an injunction. The case went from the Wisconsin Supreme Court to the Supreme Court of the United States. Senn was denied an injunction. The attorney for the employers' union contended forcefully that no law could constitutionally deprive a man of the right to work with his hands. But we presented a new approach to this problem. While we presented the economic argument to the court, we grounded our rights upon the constitutional guarantee of freedom of speech.

FREEDOM OF SPEECH

I conceded that a man had the right under the Constitution to work with his hands. But I asked the court whether labor unions did not have the right to inform the public that he was a non-union employer working long hours, paying low wages, and whether in so doing they

were doing nothing more than exercising their right of freedom of speech. The court agreed with this argument, and in a five to four decision denied the injunction to Senn.

REACTIONARY LEGISLATION SEEKING TO RETURN GOVERNMENT BY INJUNCTION, AND UNITED STATES SUPREME COURT DECISIONS THWARTING THESE EFFORTS ON THE BASIS OF THE CONSTITUTIONAL GUARANTEE OF FREEDOM OF SPEECH.

Reactionary employers have not given up the fight. They have appealed to state legislatures and procured enactments which redefine a labor dispute so that only an employer and his immediate employes may be engaged in a labor controversy, and they provide that unless a majority in the plant vote in favor of a strike there can be no strike or labor dispute, and there can be no picketing or boycotting in furtherance of such dispute.

Such a law was passed in Wisconsin and in Oregon, and in the other states I have mentioned. The Oregon law is being attacked by the American Federation of Labor and a number of unions, including your own. In fact, your International contributed a sum of money to fight this case through the courts. Your General President directed me to go out to Oregon a few months ago and argue this case before the Supreme Court of Oregon as joint counsel for the International Teamsters' Union and the American Federation of Labor. The case was argued, but the court has called for re-argument, and next month we will have to return to argue the case again.

Tomorrow the constitutionality of the Wisconsin act is being argued before the Supreme Court of Wisconsin. However, we are extremely hopeful that these laws which invade the constitutional guarantee of freedom of speech will be outlawed by the Supreme Courts of these states, and, in any event, by the Supreme Court of the United States.

And why do I say this? I say it because of two recent decisions handed down by the Supreme Court of the United States—the THORNHILL CASE and the CARLSON CASE. Let me tell you something about both of these cases:

THORNHILL CASE

The Thornhill case involved the constitutionality of the laws of the State of Alabama, denying to workers the right peacefully to picket. A similar law was enacted by one of the counties in California which was involved in the Carlson case. It was my privilege to argue the Thornhill case on behalf of the American Federation of Labor in the Supreme Court of the United States. Great emphasis was placed upon the right of trade unionists to engage in freedom of speech and peaceably assemble. Two months ago a decision was handed down by the Supreme Court of the United States, and let me read to you an excerpt from that decision. This excerpt should be engraved and hung in the office of every trade union—in fact, in the home of every trade unionist in the country. It is a real declaration of liberty; in fact, one of your officers, an organizer, printed many thousands of the entire decision and circulated them throughout the state. I admire that act of his. It was done by that fine, able, intelligent labor leader of the West of whom your organization may be proud, and who has accomplished so much—Dave Beck.

Let me read to you this quotation from the Thornhill case:

"The freedom of speech and of the press guaranteed by the Constitution embraces at the least the liberty to discuss publicly and truthfully all matters of public concern without previous restraint or fear of subsequent punishment. . . .

"In the circumstances of our times the dissemination of information concerning the facts of a labor dispute must be regarded as within that area of free discussion that is guaranteed by the Constitution.

"It is recognized now that satisfactory hours and wages and working conditions in industry and a bargaining position which makes these possible have an importance which is not less than the interests of those in the business or industry directly concerned.

"The health of the present generation and of those as yet unborn may depend on these matters, and the practices in a single factory may have economic repercussions upon a whole region and affect widespread systems of marketing. The merest glance at state and Federal legislation on the subject demonstrates the force of the argument that labor relations are not matters of mere local or private concern.

"Free discussion concerning the conditions in industry and the cause of labor disputes appears to us indispensable to the effective and intelligent use of processes of popular government to shape the destiny of modern industrial society."

For that reason I say to you I am hopeful that the United States Supreme Court will not sustain the Wisconsin and Oregon laws.

And in conclusion may I say this. I know that your President does not want any praise or expressions from me. After all, I am just another employe of the International, and sometimes it is not quite becoming that I should praise my boss. But I cannot resist this temptation to say that I have learned much from your General President in conducting my work under his supervision. When I prepare a case he will discuss the underlying principles with me, as, for instance, in railroad mergers, and furnish me with a fund of argument based on sound trade union principles. He has mentioned the fact that there will be discussed before you some amendments to your Constitution. He asked me to give some little aid and assistance. I therefore worked with several persons and with him on some of the revisions. Naturally, I was not too well informed of the history of your organization. Questions arose. And I'll say to you that during the days

I worked with him at Indianapolis I learned more about the history of the International Brotherhood of Teamsters, and for that matter the American Federation of Labor and the trade union movement for the last 40 years, than I have read in books.

However, he had a peculiar way of teaching me. I wish I could imitate it—it just can't be done. He would arise, put both of his hands on his hips, look down at me, and say, "Must I now, for the 50th time, teach you this labor movement?" He would say, "Good heavens, I am paying you to be taught." Then he would smile and launch upon the history of the particular section or the particular principles applicable to it. Sometimes I encouraged an argument in order to get some more information, but once in a while it was not so good for me. I remember one time he looked down on me and said, "Do you know, Joseph A. Padway, that you are not one lawyer—you are two." And I felt proud, thinking that I was doubly brainy. I said, "Why, Mr. President, am I not one lawyer, but two?" And he said, "One lawyer couldn't be so dumb!"

But, seriously speaking, I do not know of anyone that I have had to work with in the labor movement who has given me as much support, encouragement, and has been as gracious about the work I have performed, as your General President. I appreciate his confidence in me when he chose me as general counsel. I have tried to do a conscientious job for him and for your organization, and I hope I shall continue in that capacity to service you and him and the other officers of the organization for many years to come.

President Tobin: Fellow delegates, I am getting to be quite interested in what Joe Padway says. He has kept us out of a lot of trouble. He told you about the cases he won. He did not tell you about the cases he lost. I said to him one time, "No lawyer can win a case unless he has a case, and some lawyers do not know how to win a case when they have one." However, if Joe has a leg

to stand on, he makes the best fight of any lawyer I know of.

I have tried to tell our membership through the Journal that when we had no power at all, when we had only a fragment of an organization, we were not in the public eye. We were not serious, we were not dangerous, and consequently we had no real prosecution from corporations and from governments, both municipal, state and national.

Reference was made by our counsel to my expressions to Assistant Attorney General Arnold. I don't want that statement misconstrued in such a manner as to say that I regarded the one Department of which he is a head as unimportant to labor, and I don't think any one man in any great department, no more than I think any one man in any great organization who does what I think is not right, should be cause for judging the whole Department in that way.

As your President I happened to have been in Washington under both Democratic and Republican administrations, when I could not get my nose inside of the office of the Attorney General or of any of his assistants. When Woodrow Wilson was President we had the Democratic Attorney General, and for three days Samuel Gompers and myself endeavored to see that man in an attempt to help the Government by straightening out, or attempting to straighten out, a desperate situation in Chicago. We were doing it at the request of the Federal District Attorney of Chicago, and the Attorney General refused to see us. That was in a Democratic administration in 1917.

During many other administrations, under no circumstances could the men of labor get a respectful hearing from the heads of the Department of Justice. But in recent years I have been welcomed when I had a legitimate reason, as every other labor man, to go and plead your cause before the heads of the Government, not only in that Department but in other Departments.

The man who wrote this wonderful, immortal deci-

sion in favor of labor, now Justice Murphy, treated me and the people I represent, when he held the position of Attorney General, with perhaps more respect and reverence than he would the representative of the largest corporation in America.

The reason I would not consent to a consent decree in Washington—and it was perhaps the first and the only important case that the Federal Government was prosecuting—was because I felt as a layman and as a human being that if we were guilty of no crime, as was proven and as recited to you by Judge Padway, and the court finally said that we were guilty of no crime—in my layman's mind, using the law of common sense and justice, I could see where we were entitled to stop work in any building, whether it was a Government building or a building put up by a five-and-ten-cent store corporation, if our contract was not signed, and the only thing in dispute about that contract was that we should reserve the right to refuse to haul materials of any kind on any job with our members where there were members driving trucks who were not members of our union. That was a question of dispute.

Because it was argued by the Government and its great staff of lawyers that there had been no question of wages and of hours involved, the Government said we were restraining trade. Now there happened to be members of another union on certain trucks, but they were not members of the Teamsters Union, and consequently we would not haul to those buildings.

If I thought for one moment that our people, innocently, not knowing the law, had violated the law and they were asked to sign a consent decree, which said they would not commit the offense again, which would warrant no punishment, I might have advised differently. But I thought I knew the law and I believed we were doing no wrong in organizing our craft. I refused to listen to any consent decree because, I said, if we lose in the lower court of the Federal Government we will

appeal to the higher courts and finally to the Supreme Court of the United States, which court as constituted today is composed in the majority of men who understand the toiler's side of the argument, men who are humanized, men who believe that the throbbing and aspirations of the hearts of the workers deserve equal consideration with the throbbings and aspirations and selfish desires of those that urge a monopoly.

Indirectly or directly, as you desire to put it, a consent decree is an admission that you are guilty. Well, if you are not guilty, if you have done nothing wrong, if in your judgment you were within your rights, you have no right to admit you were guilty.

That was my position with the Assistant Attorney General whose name has been mentioned. If, in the final analysis of the case, the Supreme Court, the highest tribunal in our land interpreting the law, should sustain the charge against us, after appeal had been made to them, I will then do as I have done before on more than one occasion: organize within the Federation and other groups an organization of men and lawyers friendly to us, and I will prepare to amend that law as we have amended other dangerous laws that were interpreted against us.

I merely wanted to make that word of explanation so that there would be no misunderstanding. We may not be always successful in defeating a case.

I want to make this statement for the public and for you. Sometimes labor organizations, which are human, composed of ordinary working men, may make a mistake and violate a law without any intent to commit a crime, but their penalties should be measured in accordance with the intent and injury done. The character of a man making a slight mistake today, we will say, is taken into consideration by nearly all of the heads of the judiciary. But labor cannot, when it is guilty of wilfully breaking the law for selfish reasons and for personal remuneration, expect that this or any other government can say

that labor, because they have the votes, shall be exempt from prosecution.

I ask for no mercy. All I have ever contended for in behalf of labor was for justice, even justice for my people. I do not say that labor's representatives do no wrong and I do not say that labor's representatives should defy the laws. I have heard it said, but I do say this, that in 99 per cent of the cases in which labor has been charged nationally, there was no intent to do wrong or to commit any crime from a human standpoint.

You heard the announcement earlier of the Chairman of the Local Committee on Arrangements. Let me emphasize again that every man and woman connected with this convention as delegates or visitors must be in this hall tonight between half past 7 and 8 o'clock. There are perhaps two or three thousand members coming from the immediate vicinity, members in good standing, who will occupy all the seats that are not occupied by 8 o'clock. Extreme care must be observed that no one but those entitled to come in under the rules repeated by me shall be admitted. There are some international heads of unions who will be on the platform with the members of the National Executive Board and the National Organizers. Certain space will be left open for the passage of the President and those who are closely associated with him.

The President will enter the hall some time around 20 minutes past 9 o'clock and will be in the reception room for five or six minutes. Promptly at 9:30 o'clock, because we are on the air, a short statement will be made by me in introducing the President.

After the President has finished, no one will leave their seats until he has left the hall. From 9 o'clock until 9:30, if you have to move from your seat you will be entitled to move, but after the President enters this hall no one will be expected to move from his or her seat for at least that 40 minutes that he is with us.

We expect the Local Union representatives to identify

in their own manner those who are coming here from the Local Unions in Washington and the immediate surrounding territory, so that if they are challenged they will be able to prove themselves as our members.

Try to pass this word to those who are not here.

REPORT OF COMMITTEE ON RESOLUTIONS

Delegate Morrissey, on behalf of the Committee on Resolutions, called attention to the fact that the deadline for the introduction of resolutions was 6 o'clock Wednesday night. He also stated that the committee was not insisting upon the seal of the Local Union being on resolutions where delegates had decided after arriving at the convention to present resolutions, so long as such resolutions came from duly authorized and accredited delegates.

President Tobin: You will pay strict attention to what Brother Morrissey has said to you. Do not present unnecessary resolutions for the sake of saying your name is in the record. You will receive more honor by not doing so.

Don't enter into any kind of foolish combination to bring in here resolutions for the record that may have a slight odor of extreme un-American radicalism. Don't do that, for the sake of our general membership. Of course you have the right as a delegate to present any kind of resolution, but for your own sake, and the sake of the public and our membership, do not bring in something that you know has no chance whatsoever, because of its attitude and because of its un-American character, to get anywhere in this convention.

REPORT OF COMMITTEE ON CONSTITUTION

Committee Chairman Beck: Mr. Chairman and delegates, because of the unusual nature of the work of this committee, having to go through the complete Constitution, we are coming in with a complete recommendation

to this convention on the entire Constitution. As I stated to you this morning, it will be printed and in your hands when we start to report. There are a great many resolutions that have been submitted to the committee that are covered by the language of the proposed recommendations to the convention.

Keep in mind the deadline for submitting resolutions that will be referred to the Constitution Committee, six o'clock tonight.

We are going to come in with this complete report. That will permit every delegate in this convention an opportunity to discuss seriatim, as we report, each and every proposed change in the Constitution. You can adopt it and exercise your own judgment as a convention on its adoption or its rejection. After it has been acted upon by the convention then the committee will permit each and every one who has submitted resolutions embodying any changes an opportunity to appear before the committee, and the committee will report out those resolutions for the action of the convention. In this manner you will have an opportunity to have your resolutions thoroughly considered, and in addition you will have an opportunity to discuss every section of this Constitution as it is put before you by the committee.

I make this explanation because of the nature of this particular report and to assure you that you will have unlimited opportunity to discuss the Constitution in its every phase.

President Tobin: In addition to what Brother Beck says, remember that you must confine yourselves to the rules unanimously adopted yesterday in speaking on these questions, especially the rule governing time. I do not want to be enforcing these rules, but I hope the delegates will observe them.

At 12:30 o'clock P. M. the convention was adjourned to 2:00 P. M.

WEDNESDAY AFTERNOON SESSION

The Convention was called to order by President Tobin at 2:20 o'clock.

Reports of committees were called for, and the Chairman of the Committee on Grievances and Appeals reported that nothing had as yet been submitted to that committee.

Chairman Farrell of the Committee on Resolutions reported that the committee was ready with a partial report, and that Secretary Morrissey, of the committee, would present the report.

REPORT OF COMMITTEE ON RESOLUTIONS

Delegate Morrissey, secretary of the committee, reported as follows:

RESOLUTION No. 1

Submitted by Area Committee Representing Over-the-Road Drivers

Whereas, The Area Committee, representing the over-the-road drivers in Michigan, Ohio, Indiana, Illinois, Wisconsin, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas, and operations into and out of the territory contiguous to the south bank of the Ohio river between Portsmouth, Ohio, and Paducah, Ky., has successfully brought about an agreement establishing uniform wages and working conditions throughout the above mentioned area, and thereby given strength and security to many small Local Unions, and added many new members to these Local Unions, and brought about for the Local Unions mentioned city agreements covering all pick-up, delivery and dock work in their cities, where, in many instances, they otherwise would not have accomplished, and

Whereas, The larger Local Unions in the area have

paid practically all expenses connected with the bringing about of such an agreement, and

Whereas, The function of the Area Committee is the only medium whereby many of the smaller unions can maintain the gains made since the signing of the area agreement, and

Whereas, The larger Local Unions have been confronted with many problems such as jurisdiction, initiation fees, charters being issued in some localities where they have been company dominated, and controlled by a group of employes of one company, sweetheart agreements negotiated and signed by small Local Unions, etc., of which many of these questions concerned are not properly covered by the Constitution; therefore, be it

Resolved, That as soon as possible after this international convention has been adjourned, that the International Executive Board arrange for a meeting with the official Area Committee and take whatever action necessary to correct the conditions that are now threatening the successful continuation of the area agreement, and to more firmly establish the Area Committee.

Name	Local Union
Emmett J. Williams.....	135
Robert A. Borden.....	612
James T. Burgess.....	621
Gordon L. Shryock.....	523
J. M. O'Laughlin.....	299
Charles W. Real.....	70
R. R. Kugley.....	13
Oscar W. Fowler.....	667
James Ford	600
Dexter L. Lewis.....	208
Harold Waterbury	692
Joseph J. Diving.....	85
George W. Stokel.....	150

Jack Schlaht	162
Robert Summers	298
Frank Schmitt	710
H. L. Woxberg.....	13
Floyd R. Hayes.....	41
M. B. Dunne.....	544
Harry DeBoer	544
Dave Beck	International Organizer
Frank Brewster	174
R. H. Evans.....	690
J. T. Gardner.....	403
Ben F. Huber.....	420
W. T. Blaney.....	93
Rudy Minkin	413
Frank Brown	710
Edward Riley	200
Walter O'Brien	710
M. J. Healy.....	710
Carl Kuel	90
B. V. Griff.....	Cleveland
Ed Murphy	Cleveland
A. F. Hudson.....	120
John T. O'Brien.....	710
L. J. Camie.....	600
William Ryan	600
William B. Nichols.....	729
J. M. Casey—International Representative. San Francisco	
Robert G. Miller.....	135
Jack Stewart	135
Thomas E. Flynn.....	364
F. L. Medlin.....	327
T. R. Houze.....	135

Your committee recommends concurrence in this resolution.

On motion of the secretary of the committee, the report of the committee was unanimously adopted.

RESOLUTION No. 2

Merger of Interstate Motor Carriers

Whereas, There is currently in process an attempt to merge many interstate motor carriers on the Atlantic coast into a single corporation, and

Whereas, This is but the beginning of a large scale tendency toward such mergers throughout the country, and

Whereas, As evidenced by similar mergers of railroad companies, the consequences on the employes of the companies so merged will be immeasurably harmful in that thousands of employes will lose their employment by displacement, and in that their present high wages and advanced working conditions will be jeopardized by probable inflation and watering of stocks, and

Whereas, The public interest will be most adversely affected as a direct result of said harsh consequences upon thousands of employes; therefore be it

Resolved, That this international record its profound opposition to Government approval of any such contemplated mergers, and be it further

Resolved, That copies of this resolution be sent to the President of the United States, to the Vice President of the United States, to the Chairman of the Senate Committee on Interstate Commerce, to the Chairman of the House Committee on Interstate Commerce, to the Chairman of the Interstate Commerce Commission, and to all other public officials involved in such procedure.

JOHN O'NEAL,

President, Joint Council 53.

B. C. MAZAN,

President, Joint Council 40.

THOMAS J. HEALY,

Secy. & Treas., Joint Council 62.

JAMES FLAHERTY,

President, Joint Council 20.

Your committee approves and concurs in this resolution.

The recommendation of the committee was unanimously adopted.

RESOLUTION No. 3

Urging Purchase of Union Label Goods

Whereas, There is connected with the American Federation of Labor the Union Label Trades Department, composed of Unions affiliated with the American Federation of Labor, with labels to distinguish their products as being manufactured under sanitary conditions, and

Whereas, The furtherance of the Union label and Union services exemplifies the true spirit of trade unionism, and

Whereas, The Unions connected with the American Federation of Labor owe it to themselves and their families to purchase the products made under sanitary and Union conditions, and

Whereas, The Union men and women of this country and Canada should spend their Union-earned money for labelled products and Union services, thereby employing themselves under the proper regulations as exemplified by the great American labor movement; now, therefore, be it

Resolved, That the International Brotherhood of Teamsters in convention assembled hereby goes on record recommending to its constituent Locals throughout this country and Canada to purchase products with the Union label and employ services performed by Unions affiliated with the American Federation of Labor and by doing this it will enhance the prestige of the labor movement as a whole; be it further

Resolved, That copies of this resolution be sent to

every Union affiliated with the Brotherhood throughout the United States and Canada.

Introduced by:

PETER ANDRADE,
*Brotherhood of Teamsters Local 85,
San Francisco, Calif.*

Your committee concurs in the intent of the resolution and recommends its adoption.

The report of the committee was unanimously adopted.

RESOLUTION No. 4

Rehiring of Employees Engaged in Military Service

Whereas, Many of our men are being called to the services of our country to do active Army duty, and many of these men are having to leave regular employment in order to answer their country's call, and knowing that many other men will have to leave their present places of employment either voluntarily or by conscription in order to bring our Army to its needed strength;

Whereas, It is remembered that in our last World War many of our men left well-paid positions to serve in our Army and after the war they found that their positions were taken by those men who had stayed at home and these men who gave up their positions to risk their lives in defense of the principles of this nation found that they could not find employment—they had suffered low Army pay during their service and returned to find themselves no longer wanted by their former employers;

Whereas, Any citizen of this country who is called upon to endure the hardships of Army life in defense of this country should be given some assurance that if he is able to return to his former occupation after his service in our Army, that he will be permitted to do so;

Be it hereby resolved, That Dairy and Ice Cream Drivers and Dairy Employes Local No. 783, of Louisville, Ky., requests this convention to go on record as favoring the passage of a law which would make it compulsory upon an employer to rehire, in his former position, any man who returns from Army service whose health is such that he can perform his former duties. This law to apply to those men only who are to be conscripted in Army service during this period of emergency. It is our desire that this convention instruct its Legislative Committee to take immediate steps to promote the passage of this law.

GEORGE H. CANTER,
EMMITT TILLET, T,
WILLIAM L. ASPY,
DEMEY GEORGES,
*Local Union No. 783,
Louisville, Ky.*

Secretary Morrissey: I would like to make an observation here, so there will be no confusion in the minds of the delegates. Many of the resolutions of this type that have been submitted are, in the opinion of the Committee on Resolutions, all of the same nature, and should perhaps be turned over to the present Executive Board, so that one resolution might be submitted to the convention in order to properly cover the type of coverage that you are seeking through the medium of these resolutions.

However, the Resolutions Committee has approved this resolution, and I move its adoption.

The motion was seconded.

President Tobin: Let me ask you a question. What is the instruction contained in the resolution—that the Executive Board, through its Legislative Committee, try to put forward a law to compel all employers—to do what?

Secretary Morrissey: To rehire any of their employes

who either voluntarily go into the service or were selected through the draft in the Federal service of the United States, at the time they are released from the service, if they are physically able to work.

President Tobin: The law, in my judgment, could not be adopted, because it would be unconstitutional. While we are absolutely in sympathy with the purpose of the resolution, I feel we would be wasting our time in trying to put forward such a law, as we understand the problem. This question has been considered by the Executive Council of the American Federation of Labor. We find that there is no possible way for the Government to institute a law making it compulsory on private employers to rehire their men.

The economic strength of the unions may be helpful and the Government may agree to take their employes back and many private industries will take them back, but for the Federal Government to inaugurate such a law, we believe that is not possible.

I suggest, for your protection and for our guidance, that the resolution, in conjunction with several others as suggested by the committee, be referred to the General Executive Board for further consideration.

The question was discussed briefly by the following delegates: Considine, Local 33; Brady, Local 358; Williams, Local 787; Doyle, Local 357; Bartlett, Local 359; and President Tobin.

Delegate Brady, Local 358, offered an amendment to the committee's report to provide that the word "military" be substituted for the word "army" wherever it appears in the resolution.

The amendment was seconded.

Delegate Bartlett, Local 359, offered an amendment to the amendment, that the suggestion of the General President that this and all other resolutions of a like

nature be referred to the General Executive Board for further consideration be adopted by the convention.

The amendment to the amendment was seconded and carried. The amendment offered by Delegate Brady was also carried, and the report of the committee, thus amended, was adopted by the convention.

RESOLUTION No. 5

Payment of Wages to Conscripted Men

Whereas, It seems highly probable that the Congress of the United States of America is about to pass a compulsory conscription law which will take many wage earners from homes which depend upon them for support and cannot exist on the meager wages paid to the soldiers of our country, and

Whereas, The families of these conscripted men will be made to suffer unbearable hardships unless they are made the recipients of relief from our Government, which will mean higher taxation of the working classes, and

Whereas, The firms who are now employing these men who will be later conscripted for army service will enjoy the increased business attendant to the preparedness program of the Government and thus realize a larger profit than they have experienced in many years; be it hereby

Resolved, That Dairy and Ice Cream Drivers and Dairy Employees Local Union 738 of Louisville, Ky., asks that this convention go on record approving and urging the passage of such measures as are necessary, by our Government, to compel the employers of conscripted men to make up the difference between the wages of a soldier and the wages these employed conscripted men are now receiving so that they may not be called upon to see their families neglected while themselves in the service of our country. That the Legislative Committee of this

International Brotherhood be instructed to take immediate steps to promote the passage of this law.

GEORGE H. CANTER,
EMMITT TILLET,
WILLIAM L. ASFY,
DEMEY GEORGES,
*Local Union 783,
Louisville, Ky.*

Your committee approves of the objective of this resolution, but has no authority in the matter, and on advice of counsel advises that such a law is unconstitutional. Your committee, following out the action that has been taken on the previous resolution, recommends similar action on this.

President Tobin: You have heard the committee's report. First, I think the committee non-concurs. Is that right?

Committee Secretary Morrissey: They approve the objective, but do not concur in the resolution.

President Tobin: They concur in the sentiment of the resolution, but they non-concur in the resolution, on the grounds that they believe it is unconstitutional and impossible. We have not as yet reached the stage in this country where we want to confiscate property.

The report of the committee was adopted.

RESOLUTION No. 6

Unfair Trade Practices

Whereas, Many unfair trade practices are in evidence of bakery products produced in adjacent towns of metropolitan cities at a far less wage scale than that prevailing in the city and delivered by members of Local Unions working on a corresponding lower wage than that established by Local Unions of Bakery Salesmen and Bak-

ery Wagon Drivers' Locals (performing the same tasks as the higher waged craft), thereby breaking down the standard of wages established after many years of union negotiations, we petition this convention to correct this evil.

Resolution

Any member of any Local Union of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America entering the jurisdiction of another Local Union in his line of duties prescribed by his employer, shall be required to notify the officers of such Local Union of his instructions before performing such duties and immediately come under the working agreement in effect by the Local Union having the higher wage scale.

Adopted by Bakery Salesmen's Local 335 at the regular meeting held Tuesday, August 20, 1940.

J. B. McELHINNY,
Secretary.

Your committee refers this matter to the Joint Councils in the various localities, particularly in this locality, for action.

The report of the committee was adopted by the convention.

RESOLUTION No. 7

Funds of the Union in Canada

Secretary Morrissey stated that a resolution similar to this had been discussed with a delegate from British Columbia, and a conference on the matter would be held later. He asked permission of the Chair to withhold Resolution No. 7 for further consideration by the committee.

The request was granted and the resolution was referred back to the committee.

RESOLUTION No. 8

Distribution of Milk

Whereas, The past few years have brought grave problems to those of our members engaged in the milk industry, and

Whereas, The membership of some of our Locals have been thrown out of employment in exceedingly large numbers, and

Whereas, It is becoming increasingly difficult for certain Local Unions to keep their members employed, and

Whereas, Other Locals are now being confronted with the same problem and all are striving to cope with the situation individually, and

Whereas, Sooner or later all Locals of our International whose membership gains a livelihood through the distribution of milk will undoubtedly be confronted with the same problem; therefore be it

Resolved, That the President of our International Union be empowered to appoint a special committee and expend such funds as he deems necessary to make a thorough investigation of all phases of the distribution of milk, to the end that some means may be devised whereby that part of our membership employed in the distribution of milk can maintain the standard of living and conditions of employment that have been gained through years of effort.

WM. GYDESEN,
Local 546, St. Paul, Minn.

Your committee recommends that this resolution be referred to the incoming Executive Board for further consideration and the adoption of a policy.

A motion was made and seconded to adopt the committee's report.

Delegates Gydesen, Local 546, and Lutz, Local 753, spoke in favor of the adoption of the resolution.

President Tobin: Is there any further discussion? If not, might I inject this thought, so that you will know just exactly what you are doing and what you are asking the Board to do.

I am not at all opposed to the recommendation of the committee, but I want you to consider this: First, that every time you contemplate setting up bureaus here you are increasing the cost to the International Union. If you are going to do these things, try to make provision for their creation and maintenance.

Of course we are behind other organizations of labor, so much so that I am ashamed to express the actual conditions in so far as our organization is concerned. We have no statistical department of any kind, we have no way of finding the facts, we have never made provision for it. All you have done is to take care of a fund for strikes and partially organizing.

In this last great controversy of the milk drivers in Chicago, where there were millions of dollars involved in wages, do you know what we had to do? We had to borrow a statistician from the Machinists' International Union in order to disprove the clever work of innumerable statisticians presenting the facts from the employers' groups. Many of us are living in the age of the horse and buggy. We do not seem to be able to get away from it.

The same is true of our legal department. Instead of having one national lawyer we ought to have four or five, because we will need them before we are through. But no matter what you do about presenting statistics which may and will be necessary to help you in arguments of clever employers' organizations, I am afraid you will not be able to prevent mergers. It has been demonstrated that there is waste on the part of the employers in the delivery of dairy products. I say it has been demonstrated by the Consumers' League and by

other such associations. For instance, they have proved where drivers of four distinct companies have gone into the same building to deliver a pint or a quart of milk. They hold that mergers would eliminate that competition.

You heard Judge Padway report to you on the merger of the over-the-road trucking this morning. Of course we are opposed to it and we have shown that merger of railroads was the curse of the railroads.

The employers are going to show where they are going to eliminate unnecessary competition and thereby eliminate extra men, and thereby, they say, bring down the cost of hauling to the merchant. Keep those things in mind.

The main stones upon which these mergers are built is the elimination of labor. In the city of New York alone, in the merging of one newspaper with another, 2,100 employes were thrown out of work. The same is true of trucking companies, and if there was in the history of any country a clear-cut case of where mergers ruined the industry and injured the public and multiplied the cost of employers in distribution, it was the mergers of the railroads, which have, in my judgment, as a result of the unlimited mergers in the beginning, totally destroyed the financial condition of the railroads. I want you to keep that in mind.

I favor the report of the committee for the creation of this bureau to make an investigation of the milk industry and to establish the facts. The resolution is submitted to the Executive Board for that purpose, but I also want you to keep in mind that when you are creating these bureaus they are costly, and you must provide the means to create them and maintain them and make them efficient.

Delegate Murphy, Local 225, spoke on the resolution and advocated the employment of a statistician to provide statistics for the milk industry, preferably some one who knows the milk business.

Delegate Gydesen again spoke in favor of the resolution, urging that its purpose be carried out and pledging the payment of more per capita tax if necessary in order to put it into effect.

The motion to adopt the committee's report was carried.

RESOLUTION No. 9

Urging Strict Enforcement of Dues Payment

Whereas, The Constitution of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America does stipulate that the dues of the membership of this Union shall be \$2.00 per month; and

Whereas, This Local Union does feel that this provision of the Constitution should be rigidly enforced; now, therefore, be it hereby

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, in Convention assembled in Constitution Hall on September 9, 1940, in the City of Washington, D. C., do hereby order the strict enforcement of this provision of the Constitution; and be it further

Resolved, That the General Secretary-Treasurer notify all Local Unions of the International Union to comply with this provision of the Constitution; and be it further

Resolved, That any Local Union not having complied with this provision within 30 days after notification by the General Secretary-Treasurer be immediately suspended from the International Union.

Submitted by the Resolutions Committee and approved by Local Union No. 521, August 15, 1940.

The committee feels this subject matter is already covered in the present constitution and its administrative officers are obliged to carry out the constitution. Your committee feels that this resolution is not properly

before the convention because of the constitutional coverage at the present time, and we therefore recommend non-concurrence.

The recommendation of the committee was adopted by the convention.

RESOLUTION No. 11

A. F. of L.-C. I. O.

Whereas, Our country is faced with a serious crisis, a time when national defense is a most vital issue and a time when all forces within our national boundaries should be united in their efforts to preserve our national economy,

Whereas, It is of the greatest importance that every means be used to bring about the co-ordinated efforts of every citizen and every workman, organized and unorganized, and that strife of any kind which would tend to hamper national cooperation at this time would react to the detriment of our nation and its workers,

Whereas, Workers are now divided into two opposing groups which cannot work hand in hand because of the strife between the officials of the American Federation of Labor and the officials of the C. I. O.,

Whereas, Labor is placing itself in the position of destroying all of the advances it has been able to make in the past few years by continuing this division in an hour of national emergency,

Whereas, a continuance of this division can but prove harmful to the labor movement, to our nation, and to every worker within our nation, be it hereby

Resolved, That the Milk and Ice Cream Drivers and Dairy Employes Local 783 of Louisville, Ky., desire to praise the efforts of our International President, Daniel Tobin, for his efforts to heal this division in labor, and that this convention go on record urging Mr. Tobin to

intensify his efforts and use every honorable means to make labor unity in our United States of America a reality in the immediate future.

WILLIAM L. ASPY,
DEMEY GEORGES,
EMMITT TILLET,
GEORGE H. CANTER,
Local Union 783, Louisville, Ky.

Your committee concurs in the resolution.
The report of the committee was adopted.

RESOLUTION No. 12

Endorsing Hon. Franklin D. Roosevelt for the Presidency of the United States

Whereas, The International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, adhering to the non-partisan political policy of the American Federation of Labor of supporting its friends and defeating its enemies, should, upon his labor record, endorse Franklin D. Roosevelt, and

Whereas, Since his incumbency in the office of President in 1932 to the present date he has adhered to the policies of safeguarding human freedom and liberty and has brought about by legislative means many important laws for the protection of the workers of our country, among others being:

1. National Labor Relations Act, which gives to all workers affirmative recognition of the right to organize and marks a cornerstone in the history of labor, and
2. The Social Security Act, which establishes the fundamental principle of governmental responsibility for the alleviation of unemployment, assistance of the aged and dependent, and the care of child and maternal welfare, and
3. The Fair Labor Standards Act, which stands as a bulwark against extreme forms of exploitation by fixing minimum wages and maximum hours, and

4. The Walsh-Healey Act, which guarantees the payment of prevailing wages to workers employed under Government contracts; be it therefore

Resolved, That the International Brotherhood in its 14th convention, assembled in the city of Washington, D. C., does hereby, on his labor record, in accordance with its non-partisan political policy of rewarding its friends and defeating its enemies, endorse the candidacy of Franklin D. Roosevelt for President of the United States and pledge to him our whole-hearted support.

JOHN O'ROURKE, *President,*
Local 282,
MARTY LACEY, *Secty.-Treas.,*
Local 816.

Local Unions of N. Y. Joint Council 16.

Your committee recommends concurrence in the resolution.

The delegates arose and applauded when the resolution was read.

President Tobin: You have heard the report of the committee and the motion to adopt. Is there any discussion? I see no delegate desiring to speak. As many as favor the adoption of the report of the committee, which endorses the present head of the United States Government, Franklin Delano Roosevelt, for the Presidency of the United States, will rise and remain standing. I haven't seen the resolution nor have I heard it before, but I understand it pledges President Roosevelt our full support in every way.

(The entire delegation arose and again applauded.)

President Tobin: Will the delegates be seated, please, so I can get the vote of the convention. As many as are opposed to the resolution will rise.

The resolution endorsing Franklin Delano Roosevelt in his candidacy for the President of the United States has been unanimously adopted by this convention.

(Applause.)

RESOLUTION No. 13

Extension of Social Security Act

Whereas, There is now pending in the Congress of the United States a bill that has as its purpose the amendment of the Social Security Act, which, if enacted into law, would place employes of the states, political subdivisions and instrumentalities of these governmental bodies under the provisions of the old-age and survivors insurance sections of the Social Security Act, and

Whereas, There are now in this nation many states, political subdivisions and instrumentalities of these governmental bodies that have established pension systems which have been in operation for many years, some for more than half a century, and should these amendments be enacted into law they would thereby set up a dual pension system, which would, without question, prove harmful and confusing and might tend to destroy these established pension funds and thereby defeat the purpose for which they were established, and

Whereas, The public employes' pension funds now in existence have been established in most instances through the efforts of organized labor by many years of effort and thousands of members of the organized labor movement are contributors to these pension funds and in many cases beneficiaries thereof; now, therefore be it

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, in convention assembled, does hereby declare as its policy the extension of the Social Security Act and in particular its old-age and survivors insurance provisions in all cases where states, political subdivisions and instrumentalities of these governmental bodies now have no established pension funds, but that the policy of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America shall be to unalterably oppose the in-

clusion in any manner by the Social Security Act of the employes of states, political subdivisions or their instrumentalities in the said old-age and survivors insurance provisions in all cases where established public pension funds are now in operation for the benefit of those employes.

Respectfully submitted,

GEO. W. COPPS, *Delegate,*
Local 726, Chicago, Ill.

Your committee concurs in the thought of the resolution and refers it to the Executive Board.

A motion was made and seconded to adopt the committee's report.

President Tobin: The committee, as I understand it, is in sympathy with what has been expressed in the resolution to some extent, but recommends that the action of this convention be that it be referred to the General Executive Board for further consideration, until we know just exactly how far we can go and where we can go.

The motion to adopt the committee's report was carried.

RESOLUTION No. 14

Jurisdictional Dispute Between Operating Engineers and Teamsters and Chauffeurs

We, the undersigned, wish to present a resolution in regard to the dispute that arose between the Operating Engineers and the Teamsters and Chauffeurs.

Whereas, The jurisdictional dispute between the Operating Engineers and the Teamsters and Chauffeurs in regard to the tractor drivers and blade men has been in the hands of a committee appointed by the American Federation of Labor to handle jurisdiction disputes, and

Whereas, This committee granted the tractor drivers and blade men to the Operating Engineers, and

Whereas, The Teamsters and Chauffeurs organized the drivers doing this work years ago, and

Whereas, This work has always been done by teamsters and horses from the beginning of the paving of roads and the excavating of basements for buildings, and

Whereas, The dirt was handled by horses, the slip-scrapers, freznaw scrapers, wheel scrapers and wagons to transport dirt from one part of the excavation to the other parts of the job, and to haul away the dirt excavated from the basements for buildings, and

Whereas, This work advanced from the horses and wagons to trucks and then to tractors, tractor wagons and bucket scrapers, and

Whereas, The excavating employers when digging basements for homes and small excavating jobs have the tractor-bulldozers and the tractor hi-lifts that have taken the place of the horses and scrapers on that type of work, and

Whereas, The tractors are transported by trucks and trailers to and from the jobs by the driver, and

Whereas, It is the work for a chauffeur to haul the tractor on a truck or trailer to and from the job and then wait for the engineer to do the tractor work, and

Whereas, This work has always been done by the same chauffeur to and from the job and on the job with the tractor, and

Whereas, This type of work has always been done by teamsters and chauffeurs, and

Whereas, The Chicago and vicinity Locals and their members feel that the committee of the American Federation of Labor has made an unjust ruling; therefore be it

Resolved, That the Locals that have the excavating and paving teamsters, chauffeurs and tractor drivers be granted a hearing, and be it further

Resolved, That our International request another hearing in regard to the tractor drivers that rightfully belong to the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America.

GILBERT LEHNERT,

Local 801, Chicago Heights, Ill.

JEFF O. JOHNSON,

Local 721, Chicago, Ill.

FRED H. GROTH,

Local 742, Chicago, Ill.

ROY LEVERENZ,

Local 673, Wheaton, Ill.

VIRGIL FLOYD,

Local 179, Joliet, Ill.

HOWARD FLOYD,

Local 330, Elgin, Ill.

OREN FLOYD,

Local 438, Kankakee, Ill.

JOHN BAGGOT,

Local 782, Maywood, Ill.

W. A. METZGER,

Local 301, Waukegan, Ill.

HOWARD METZGER,

Local 423, Aurora, Ill.

EDW. J. ROGERS,

Local 731, Chicago, Ill.

Your committee concurs in the wishes of the resolution and refers it to the Executive Board.

A motion was made and seconded to adopt the committee's report.

President Tobin: In the first place, this resolution properly belongs before the Grievance Committee. The resolution is signed by 11 unions in Chicago that are engaged mostly in Chicago Heights, Wheaton, Ill., Joliet, Ill., etc. There are over 40 Local Unions in Chicago and vicinity. These unions were affected somewhat by the machinery that was involved.

I have no objections to the report of the committee. I do not understand how the committee could say they were in sympathy with granting a rehearing, because the National Executive Board cannot reopen this case. We have been fighting over this jurisdiction, which resulted from the introduction of machinery, for several years. At one time we made a temporary agreement with the Engineers many years ago in New Orleans, and they agreed at that time to give us a few tractors that were then under 50 horsepower. The matter went along and most of the tractors of 50 horsepower were eliminated. Other machinery came in, bulldozers. At any rate, the Building Trades Department of the American Federation of Labor found it impossible to settle the question, and it was settled by the National Building Trades Department, that the matter be left to arbitration. Our organization and the Engineers agreed. A great deal of the machinery that had come into question, as, for instance, a large crane in New York, had been in operation only a few years before we had come into the business. A good deal of the machinery now in the business will perhaps be eliminated in a few years.

We both went to arbitration and the decision by three outstanding national labor officials, headed by William L. Hutcheson, President of the Carpenters' Union; Dan Tracy, of the Brotherhood of Electrical Workers, and Richard Gray, Secretary of the Bricklayers International Union, decided against us. We got some concessions, some interpretations that were liberal, and as men and as an organization we have to abide by the decision of an arbitration board of labor. It cannot be reopened, as far as I can see, until there are some changes. We are trying to adjust ourselves to that.

We got modifications on the western coast, where an agreement was obtained. We got some new machinery that has come in. It is too much to go into now.

In 99 per cent of the cases of the districts we are

going along as best we can and we are not losing so many members. In this particular district, however, they have been seriously affected and we have endeavored to straighten out the fact where the Engineers were trying to penalize our members by charging large initiation fees. We got a modification of that condition. We are going to keep on trying to reach a better understanding, and, as I say, the General Executive Board will give the matter further consideration. But there is no use of letting you go out of here with any false understanding of the situation. The Arbitration Board, composed of three international officers, made a decision, and we are bound to observe it.

Organizer John M. Gillespie: Mr. Chairman and delegates, when the resolution was presented to me by Delegate Monahan, of Local 731, I explained the situation to him as President Tobin has explained to you today. I told him we would have it referred to the Committee on Resolutions, with the recommendation that it be given to the Executive Board, so that the delegates to the convention of the Building Trades Department or those on the Executive Board might try to clarify the situation, because there are some places where we are infringing on the Engineers so far as the decision is concerned, and from reports that we get here and there the Engineer is taking too much ground on the decision.

I say this convention can do nothing about it. We must live up to the decision, but we will do everything in our power to straighten everything out so we will get at least what belongs to us under the decision.

Delegate Ray, Local 279, said that the operators were not living up to the terms of the agreement in his jurisdiction and were requiring initiation fees of \$240 if the men wanted to join the Operators' Union.

Delegate Trovero, Local 159, spoke of the difficulty encountered in his locality in getting the Engineers to consider their members. He said some of the members

were compelled to pay \$10 and three months' dues before they were permitted to join the Operators, and that in one case, where a member was working under the jurisdiction of the Peoria Local, he had to pay \$13 a month.

President Tobin: Let me say for the benefit of the brother that Brother Maloney, to whom he refers, is International Representative in Chicago of the Engineers. He has had conferences with Brother Gowdy on this thing and I think they have reached an agreement about the entrance fee on the transfer, somewhere around \$10. They have large initiation fees in that Union and other rules and they claim they cannot set aside all their laws and rules. I understand there was a mutual understanding between Brother Goudie and Brother Maloney.

The National President of the Engineers wrote us a letter in which he stated that all members of our International Union in good standing that had to transfer into their Union would be accepted without any penalties. I published that letter in the Journal at the time we published a statement about a new vehicle that had just come out, the truck, which was awarded to us by this committee, as an interpretation in our favor. I published that letter of the President of the International Union of Operating Engineers, John Possehl, but in some places it is difficult for the officers to get these Locals to abide by the letter of the decision. They claim they have the right to regulate their own affairs when men are transferring.

In 90 per cent of the places we have reached an understanding on these entrance fees, and I understand before Brother Goudie came down here some understanding was reached in the Chicago district.

However, we will take up these grievances as best we can. The resolution is referred by the committee to the National Executive Board, and I make this explanation to you of the position of the board.

In addition to what Brother Gillespie has said, there are several places where our fellows are not living up to the agreement. I think the economic strength and power of this Union is equal in strength and power to that of the other Union, so that if we are not treated fairly as per the agreement, which I say has been done in most places, then of course we will have to protect ourselves.

I do want it understood, however, that when your officers agree to arbitration and pledge the honor of the International Union, we have no alternative; we don't want to back away from it, even if the decision is against us for the time being.

Delegate Floyd, Local 179, spoke of the difficulty encountered with the Electrical Workers, when something like 90 miles of electrical work was tied up, and when they found that Brother Treacy was a member of the Arbitration Committee they gave him hundreds of truck drivers who are still on the job doing the work of teamsters. He stated it was his feeling that because of the controversy with the Electrical Workers Union, his organization did not get a square deal in the decision in question.

The motion to adopt the report of the committee on Resolution No. 14 was carried.

RESOLUTION No. 16

Burke-Wadsworth Conscription Bill

Whereas, The Burke-Wadsworth Conscription Bill is aimed at the regimentation of the entire nation, would destroy the hard won gains of organized labor, would, under the guise of national defense, destroy the democratic concept by creating a military caste, would lay a staggering tax burden on the shoulders of those least able to meet it, and

Whereas, The Burke-Wadsworth Conscription Bill would create conditions not dissimilar to conditions now

existing in totalitarian nations, would lay the foundation for Fascism, would be a continuous threat of plunging this nation into war; therefore be it

Resolved, That we, the membership of Local 379, American Federation of Labor, support the position of A. F. of L. on this bill.

Submitted by:

GUNNAR OLSON,
JIM BOLLEN,
J. O'BRIEN,
RICHARD GERBLE.

Your committee concurs in this resolution.

The report of the committee was adopted.

RESOLUTION No. 17

Peace Within the Labor Movement

Whereas, For more than a half century, members of organized labor have worked and sacrificed to build a strong labor movement in America, and have recognized the fact that wage earners could not promote their interest successfully as individuals in a nation where industry and finance were strongly organized; and

Whereas, The wage earner has been prevented in many instances from joining labor unions by hostile employers who were supported in many cases by hostile public officials; and

Whereas, By the attitude of a sympathetic administration in our national government, labor has obtained the right to organize free from coercion and intimidation on the part of hostile employers and industrial groups; and

Whereas, The rank and file of wage earners recognize the fact that, if the benefits derived from the efforts of the past are to be maintained in the future, a unified labor movement is necessary; therefore, be it

Resolved, That this convention urge upon its officers to put forth every effort to bring peace to the labor move-

ment, and establish for the future a united labor movement so necessary for the progress of the organized workers; and be it further

Resolved, That President Tobin be given full power to act in behalf of this International Union to promote further and conclude any and all arrangements necessary to bring about peace within the labor movement.

G. E. FRAZIER, *President,*
Local 485, Pittsburgh, Pa.

Your committee concurs in this resolution and wants to call your attention to the fact that it is a parallel resolution to one similarly adopted a short time ago. We ask that the same reservations be placed on this one and move that the report of the committee be adopted.

The motion was seconded and carried by unanimous vote.

RESOLUTION No. 21

Automatic Vending Machines

Whereas, The business of vending merchandise such as beverages, tobaccos, confections, and many other products through the use of automatic coin controlled machines has grown to tremendous proportions, and

Whereas, The operators of such machines, in many cases, absorb sales or transaction taxes which retailers of the same merchandise are compelled by law to collect from the consumers, thus giving automatic vendors an unfair advantage, and

Whereas, The delivery of such machines and the merchandise they vend properly belongs to Union Teamsters, and

Whereas, The operators of these various automatic vending machines pay extremely low wages to their delivery and warehousemen and impose upon them intolerable hours and working conditions; now, therefore be it

Resolved, By the delegates whose names appear on this resolution, that the International Brotherhood of Team-

sters, Chauffeurs, Stablemen, and Helpers, in convention assembled in Washington, D. C., September 9, 1940, be urged to devise ways and means of effecting the organization of these workers on a nation-wide scale so that this industry be compelled to pay proper scales of wages out of the extra profits which they enjoy.

W. R. Otto, Local 278, San Francisco, Calif.
 Paul J. Ashcraft, Local 537, Denver, Colo.
 Chas. F. Ulrich, Local 227, Seattle, Wash.
 Ray L. Monast, Local 353, Seattle, Wash.
 Paul J. Smith, Local 192, Seattle, Wash.
 F. F. Lapham, Local 467, San Bernardino, Calif.
 A. J. Capurro, Local 432, Oakland, Calif.
 Paul Fuhrer, Local 432, Oakland, Calif.
 Ernest Davies, Local 174, Seattle, Wash.
 E. W. Patterson, Local 57, Eugene, Oreg.
 Frank J. Birmingham, Local 2, Butte, Mont.
 C. V. McCoy, Local 524, Yakima, Wash.
 H. G. Johnston, Local 524, Yakima, Wash.
 Russell W. Powell, Local 150, Sacramento, Calif.
 Ray A. Flint, Local 150, Sacramento, Calif.
 George D. Souza, Local 150, Sacramento, Calif.
 J. A. Mack, Local 150, Sacramento, Calif.
 C. A. North, Local 313, Tacoma, Wash.
 C. C. Allen, Local 439, Stockton, Calif.
 A. H. Bonnifield, Local 439, Stockton, Calif.
 H. D. Underwood, Local 381, Santa Maria, Calif.
 Leonard M. Ravenscroft, Local 692, Wilmington, Calif.
 Bill L. Bess, Local 692, Wilmington, Calif.
 Chas. B. Copperman, Local 898, El Centro, Calif.
 D. J. Belanger, Local 208, Los Angeles, Calif.
 George O. Prescott, Local 208, Los Angeles, Calif.
 P. C. Heffner, Local 208, Los Angeles, Calif.
 H. D. Grant, Local 310, Tucson, Ariz.
 William Bonallo, Local 699, Aberdeen, Minn.
 George Cavarro, Local 174, Seattle, Wash.
 A. W. Galipeau, Local 551, Wallace, Idaho.

Chas. G. Gregoire, Local 334, Spokane, Wash.
A. J. Ruhl, Local 690, Spokane, Wash.
John C. Healy, Local 921, San Francisco, Calif.
Phil Gallagher, Local 85, San Francisco, Calif.
Thomas Burke, Local 85, San Francisco, Calif.
Neil Pendley, Local 589, Port Angeles, Wash.
John J. Steiner, Local 465, Seattle, Wash.
Adolph Kramer, Local 195, Seattle, Wash.
Chester Washburn, Local 572, San Pedro, Calif.
Jack Schlaht, Local 162, Portland, Oreg.
M. E. Steele, Local 499, Portland, Oreg.
Wm. E. Ritchey, Local 223, Portland, Oreg.
W. T. Glazier, Local 117, Seattle, Wash.
G. I. Barnhart, Local 117, Seattle, Wash.
Chas. Goodron, Local 148, Wenatchee, Wash.
James P. Doran, Local 763, Seattle, Wash.
J. J. Rohan, Local 882, Seattle, Wash.
Herbert Metke, Local 882, Seattle, Wash.
R. O. Reinertson, Local 882, Seattle, Wash.
Eric G. Ratcliffe, Local 66, Seattle, Wash.
Joe Ruosch, Local 66, Seattle, Wash.
J. R. Onstott, Local 566, Seattle, Wash.
B. I. Bowen, Local 465, Seattle, Wash.
Ed S. Davis, Local 255, Portland, Oreg.
Lloyd Hildreth, Local 206, Portland, Oreg.
Lew Shaw, Local 174, Seattle, Wash.
Kenna Hatfield, Local 66, Seattle, Wash.

Your committee concurs in this resolution and recommends that it be referred to the incoming Executive Board.

Secretary Morrissey moved the adoption of the committee's report.

The motion was seconded and carried.

President Tobin: I am informed that this concludes the partial report of the Committee on Resolutions, and I want to commend the committee, Chairman Farrell and

Brother Morrissey and their associates for being able to give us so much of their report so soon.

Delegate Brady, Local 458: I did not want to interrupt the Resolutions Committee report, but I am asking for a point of information in regard to Resolution No. 12, in which this convention endorsed President Roosevelt. My point of information is this: By the adoption of that resolution will that be submitted to the press for publication? What I have in mind, Mr. Chairman, is that I would like for that information on our action to get out to the rock-ribbed Republican state of Oregon.

President Tobin: My answer is that I think the press has already got it out to Oregon. Your candidate for Vice President out there is fully aware of it now and he is reading it over. I think he is inquiring as to how you voted.

Let me make this statement in connection with that resolution. The matter has been adopted by you unanimously. There is no law in this International Union by which any man can be penalized as to how he votes, except he votes the Communist ticket. If any of you vote the Socialist ticket you are not subject to a penalty. The same is true as to the church a man attends, or whether he attends any church.

This labor movement was founded on freedom of thought, freedom of expression, freedom of religious and political liberty. We are not deviating from that by your action of today.

However, while not subject to penalty or expressing any compulsion, it is understood that this convention is expressing the wishes and the will of the membership at large who sent you here.

I wanted to make that statement for your information, and when you go home you can tell your members that they are subject to no penalty, except the penalty of conscience, if they have a conscience. No organization must attempt to penalize a member for his right to

express himself for any candidate, except the class of candidate that I previously referred to, on the so-called Communist ticket, which of course we do not recognize in our union. Politicians will live and politicians will die, administrators will come and administrators will go, and kings will occupy thrones and be destroyed, but this labor movement, which has given us the political recognition that we are today receiving, must go on forever.

Delegate John O'Brien, on behalf of the Board of Trustees, submitted the following report:

REPORT OF TRUSTEES

From September 1, 1935, to September 1, 1940

To the Officers and Delegates to the Fourteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Greetings:

In pursuance of the laws of our International Constitution we, your trustees, beg to render our report of the records, books, vouchers and financial condition of our organization.

We have audited the receipts and expenditures of all moneys received since our last convention and have found the books to be kept in a careful and systematic manner and we certify the following to be a true record up to August 31, 1940:

Net worth, Sept. 1, 1935..	\$2,237,418.64	
Total receipts from Sept.		
1, 1935, to Sept. 1, 1940	8,029,924.26	
		\$10,267,342.90
Total disbursements from		
Sept. 1, 1935, to Sept.		
1, 1940.....	\$3,999,784.34	
Net worth, Sept., 1940.....		6,267,558.56
(The above amount—\$6,267,558.56—is divided as follows:)		

Union Trust Co.....	\$1,000,000.43
Indiana National Bank..	4,621,601.05
Indiana Trust Co.....	645,957.08
Total	\$6,267,558.56
Net worth, Sept. 1, 1940..	\$6,267,558.56
Net worth, Sept. 1, 1935..	2,237,418.64
Net financial gain during last five years.....	\$4,030,139.92

Respectfully and fraternally submitted,
N. J. LANNAN,
M. DOLL,
JOHN O'BRIEN,

President Tobin: If there are no objections, and following our usual mode of procedure, the report of the International Trustees will be submitted to the Committee on Officers Reports. Hearing none, it will be so ordered.

President Tobin announced that because of the address of the President of the United States to be given at the evening session it would be necessary to vacate the hall somewhat earlier than usual, and for that reason suggested that the report of the Constitution Committee might be deferred for the time being, inasmuch as some of the subjects contained in that report would be controversial and would take up considerable discussion.

A motion to suspend the rules of order and to adjourn to 7:30 o'clock was adopted by the convention.

The convention adjourned at 4:10 o'clock P. M.

WEDNESDAY NIGHT SESSION

Pursuant to arrangement, the delegates and visitors assembled in the convention hall beginning at 7:30 P. M.

A band of union musicians entertained the audience while awaiting the arrival of the President.

Promptly at 9:30 o'clock the President was escorted to the platform by the Reception Committee.

President Roosevelt Presented

President Tobin: Fellow delegates, visitors and invited guests to this memorable convention of the International Brotherhood of Teamsters:

You are meeting in the Capital of our nation, in perhaps the most dangerous and crucial period in the history of our country or in the history of the world. The civilization and freedom which our ancestors fought for and suffered for, in order to preserve, is at this particular time battling for its continuance—or perhaps I should say for its very existence. Strong and powerful organizations of labor that flourished successfully a few years ago have been destroyed in many countries throughout the world, and their leadership eliminated. You have come here from every section of the country, and it will be your privilege in a few moments to listen to the man whom I believe stands forth as the greatest influence in this world of today for the continued preservation of that liberty and freedom which we, as Americans, presently enjoy. In all of my experience with leadership in public or political life, I know of no individual who has so consistently and sincerely, and at great sacrifice, fought for the betterment of the masses of the people, the working classes of the nation. During all of his public life he has consistently espoused the battle for the rights and freedom and for a better day for those who give all and receive little.

I rejoice, as your representative, to have this privilege of introducing this great world leader, this human, God-fearing emancipator of the toilers, who in recent years has insisted in striking from the bodies and souls of the workers the shackles which had strangled them and deprived them of their rights and liberties for years past. I present to you the President of the United States, Franklin Delano Roosevelt.

ADDRESS OF PRESIDENT ROOSEVELT

Mr. Tobin, Members of the Convention:

During the past weeks, in several sections of the East, I have been inspecting the progress of our national defense. I have gone through navy yards and private yards to watch the building of destroyers, submarines and aircraft carriers; I have visited aviation units to see our modern fighting planes; I have been in our great gun factories where I have seen the most modern guns of all types, swiftly being molded into shape; I have visited camps where young Americans are receiving training and instruction in the tactics of the warfare of today. Through it all there was the impressive conviction that America is rising to meet the ever-growing need for an adequate physical armed defense of the country.

Tonight in a very real sense, I feel as I stand here that I am visiting another type of national defense, equally important in its own way in meeting the needs of the times. Enduring strength to a nation and staying power in an emergency definitely call for an efficient and determined labor force carrying on the processes of industry and trade. And when I speak of a "labor force" I very definitely include those who toil in their fields as well as those who toil in industry. Teamsters will be the first to assert that farmers labor, too.

It is one of the characteristics of a free and democratic modern nation that it have free and independent labor unions. In country after country in other lands, labor unions have disappeared as the iron hand of the dictator has taken command. Only in free lands have free labor unions survived. When union workers can assemble with freedom and independence in conventions like this, it is proof that American democracy has remained unimpaired—and it is symbolic of our determination to keep it free.

Yours is now one of the great international labor unions of America. You can remember, however, other

days—days when labor unions were considered almost un-American by some individuals in our land. You can remember when it was rare indeed for an employer even to consider collective bargaining with his workers; when it was the common practice to discharge any worker who joined a union. You can remember when employers sought to meet threatened strikes by demanding that their government—federal or state—call out armed troops. You can remember when many large employers resorted to the un-American practice—still unfortunately followed in some sections of the country—of hiring labor spies and setting up private arsenals to ferret out members of a union.

The cause of labor has traveled forward since those days, over a road beset with difficulties, both from within its membership and from without. Your own organization is an outstanding example of the progress which has been made. By 1933 your membership had dropped to 70,000. Within the last seven years you have grown to a membership of 500,000.

In those same seven years organized labor as a whole has become stronger in membership, in influence, and in its capacity to serve the interests of the laboring man and woman and of society in general, than at any other time in our history. Much of this progress has been due to the one thing which this Administration, from the very beginning, has insisted upon—the assurance to labor of the untrammelled right to organize and to bargain collectively with their employers. That principle has now become firmly imbedded in the law of the land; it must remain as the foundation of industrial relations for all times.

The principle has the support today not only of organized labor as a whole, but also of hundreds of thousands of decent, practical, forward-looking employers. A decade ago a minority of employers were willing to accept the

principle of collective bargaining; today the majority of employers gladly adopt it.

And with that foundation, the last seven years have seen a series of laws enacted to give to labor a fair share of the good life to which free men and women in a free nation are entitled as a matter of right. Fair minimum wages are being established for workers in industry; decent maximum hours and days of labor have been set, to bring about an American standard of living and recreation; child labor has been outlawed in practically all factories; a system of employment exchanges has been created; machinery has been set up and strengthened and successfully used for the mediation of labor disputes. Over them all has been created a shelter of social security—a foundation upon which is being built protection from the hazards of old age and unemployment.

This progress of the last seven years has been difficult. It has been beset by obstruction and by bitter propaganda from certain minority groups in the community who had been accustomed for too many years to the exploitation of the great mass of people who worked for them. It was the same type of opposition to which I had become accustomed during my entire public career, dating back to my first election to the Senate of the State of New York thirty years ago this autumn, continuing through my service for nearly eight years as Assistant Secretary of the Navy, and my service during four years as Governor of the largest labor employing State in the Union.

You will remember that kind of opposition in the campaign of four years ago when certain employers, politicians and newspapers—all of whom are now active in this campaign—in an effort to mislead and intimidate labor, went to the extent of putting untrue electioneering notices in pay envelopes in order to smash the new Social Security Act and force its repeal by electing its enemies.

That kind of opposition comes only too often from

those who regularly for three years and eight months block labor's welfare, and then for four months loudly proclaim that they are labor's true friends—from those who love the laboring man in November but forget him in January.

In spite of that opposition the vast majority of our small business men have now become convinced that the gains of labor are the gains of the entire interdependent community, and that the welfare of labor is indispensable to the welfare of all. They know now that their best customer is a satisfied, adequately paid worker with a feeling of security against unemployment and poverty in his old age.

We are still, however, quite distant from the objective which we seek—the security and the high standard of living for every man, woman and child which the resources and man-power of America make possible.

Our advance has been accomplished with patience and deliberation. That is the democratic way; that is the road which leads to lasting results. Here in America we have kept our feet on the ground; our progress has been steady and sure; we have not been misled by illusory promises.

Events abroad have shown too late the result of the other kind of methods—promises of swift, revolutionary relief; seductive pictures of panaceas; short cuts to prosperity and plenty, pictured as simple and easy—all of these have led to the same cruel disappointment. For these promises people yielded up their liberties and all that made life dear. In exchange they have received only the rationing of their news, the rationing of their religion, the rationing of the clothes upon their backs, and the rationing of the bread upon their tables.

Our progress must continue to be a steady and deliberate one—we cannot stand still, we cannot slip back. We must look forward to certain definite things in the near future. For example, the benefits of social security should be broadened and extended; unemployment in-

surance should cover a larger number of workers. Our old age pension system must be improved and extended; the amount of the pension should be increased, and, above all, these pensions must be given in a manner which will respect the dignity of the life of service and labor which our aged citizens have given to the nation.

It is my hope that soon the United States will have a national system under which no needy man or woman within our borders will lack a minimum old age pension which will provide adequate food, clothing and lodging to the end of the road—without having to go to the poorhouse to get it. And I look forward to a system which, in addition to this bare minimum, will enable those who have faithfully toiled in any occupation to build up additional security for their old age which will allow them to live in comfort and happiness.

The people must decide whether to continue the type of government which has fostered the progress to date, or whether to turn it over to those who by their action, if not always by their word, have shown their fundamental opposition to the main objectives toward which we have worked in the past and to which we are definitely committed for the future.

There are some who would not only stop now the progress we are making in social and labor legislation, but would even repeal what has been enacted during the past seven years—all on the plea that an adequate national defense requires it. They would seek unlimited hours of labor. They would seek lower wages. They would seek the cancellation of those safeguards for which we have all struggled so long.

I still believe, however, as I did when I said on May 26 last: "We must make sure in all that we do that there be no breakdown or cancellation of any of the great social gains which we have made in these past years. . . . There is nothing in our present emergency to justify a retreat from any of our social objectives—conservation of re-

sources, assistance to agriculture, housing, and help to the underprivileged."

Our mighty national defense effort against all present and potential threats cannot be measured alone in terms of mathematical increase in the number of soldiers and sailors, or of guns or tanks or planes. Behind them all must stand a united people whose spiritual and moral strength has not been sapped through hunger or want or fear or insecurity. The morale of a people is an essential supplement to their guns and planes.

I am convinced that a breakdown of existing labor and social legislation would weaken rather than increase our efforts for defense. Continuance of them means the preservation of the efficiency of labor. It means the return to work of several millions still unemployed.

The employment of additional workers and the provisions for over-time payments for over-time work will insure adequate working hours at decent wages to do all that is now necessary in physical defense. We will not overlook the lesson learned in Europe in past years.

At times, internal obstacles to the growth of labor unions have come in those rare instances where the occasional scoundrel has appeared in position of leadership. Labor unions are not the only organizations which have to suffer innocently for the crimes and misdeeds of one or two of their selfish and guilty members. The rule applies to all organizations, to all trades and professions alike.

I cannot add to the terms of condemnation which your President, my old friend Dan Tobin, included in his report to your convention in which he said:

"... It is indeed pitiful and heart-breaking and seriously depressing to find that amongst our enormous membership, composed of clean men, fathers of families, Americans of the purest type—to find amongst this membership some creatures so bereft of decency and honor as to bring disgrace upon the International Union."

Labor knows that there is no room in the labor movement for the racketeer or the strong-arm man. Government is determined to help labor unions clean their house of those few persons who have betrayed them.

In this great crisis has come proof that organized labor, as well as all other groups of our citizens, is aware of its own responsibilities. I have called on representatives of labor to serve, and have placed them in responsible positions to take part in the defense work of their government. From the very start, representatives of labor, including your own distinguished President, have shared in formulating and administering the program.

I am particularly glad to be able to say that the A. F. L., the C. I. O., and the Railroad Brotherhoods are all loyally cooperating in this effort with the National Defense Commission and with the Army and Navy. This cooperation in the task of national defense will, I hope, encourage closer and more friendly relations between these great labor organizations.

I know that America will never be disappointed in its expectation that labor will always continue to do its share of the job we now face, patriotically and unselfishly.

In our search for national unity as the basis of national defense, it is necessary and it is fair that every human being in the United States contribute his share. This applies both to those who train in the fighting forces and to the forces of workers behind the lines.

It is equally necessary and fair that every dollar of capital in America also contribute its share. Just so long as we continue to call upon men to train for combat, and for service behind the lines, will we also continue to call upon the industrial plants of the nation for the service which they can give.

Capital and industry as well as labor and agriculture are responding, and I know will continue to respond.

The nation, through its elected representatives, is now adopting the principle of selective universal training of its young men. On the same principle, no reasonable person can object to giving the Government the power to acquire the services of any plant or factory for adequate compensation, if the owner refuses to make its services available to the defense needs of the nation. This is nothing new in American life. The principle of eminent domain or eminent use is as old as democratic government itself. It merely permits government to acquire or to use, for a fair and reasonable price, any property which is necessary for its proper functioning.

The overwhelming majority of our munitions and other defense requirements are now manufactured by private enterprise under private management. We continue that process. It is only in the rare, isolated case that the owner of a plant will refuse to deal with his Government in a fair way.

But if and when such case does arise, the Government cannot stand by, helpless in its efforts to arm and defend itself. No business is above its Government; and Government should be empowered to deal adequately with any business which tries to rise above its Government.

In all of these plans for national defense, only those who seek to play upon the fears of the American people, discover an attempt to lead us into war. The American people will reject that kind of propaganda of fear, as they have rejected similar types which are "occasionally" spread at election time. They know that against the raging forces loose in the world the best defense is the strongest preparedness—fighting men and equipment in front, and fighting industry and agriculture behind the lines.

Weakness in these days is a cordial invitation to attack. That is no longer theory; it is a proven fact—proved in the past year.

I hate war now more than ever. I have one supreme

determination—to do all I can to keep war away from these shores for all time. I stand, with my party, upon the platform adopted in Chicago:

“We will not participate in foreign wars, and we will not send our army, naval or air forces to fight in foreign lands outside of the Americas, except in case of attack.”

Let us have an end to the sort of appeasement which seeks to keep us helpless by playing on fear and by indirect sabotage of all the progress we are making. “Appeasement” is a polite word for misdirected partisanship.

In our efforts for national defense, fine teamwork has been developed—and you teamsters know what that word “teamwork” means.

The continuance of this teamwork, after the present emergency is over, will have consequences of lasting good to the nation as a whole. It will enable us to enjoy an internal security transcending anything heretofore known.

Ours is a great heritage; we are determined with all our effort and might to keep it intact. The workers in the factories, the farmers on the land, and business men in plants and offices are awake to the perils which threaten America. No selfish interest, no personal ambition, no political campaign can sway the majority will of our people to make America strong—and to keep it free.

President Tobin: Delegates, friends and visitors, it will be about three minutes until the President leaves the hall, and then we will adjourn.

Before you go away tonight I want to say this: No matter what struggles I have had in life, no matter what privations I have suffered, no matter what doubts were in my mind, in all the years of our struggling together, your conduct and your appearance here tonight, your actions and your sincere appreciation of the President has paid me back a thousandfold for anything I have ever endured.

As the President was leaving the hall he made a short statement and I will endeavor to quote him exactly as he expressed himself. He said: "I have addressed many meetings in my time. I have stood before many audiences, but that was the most inspiring and encouraging and sincere audience it has ever been my pleasure to face and to address."

Now, we are ready for adjournment. Gentlemen, there is no other business before this meeting tonight. I again thank you for your wonderful behavior and for your attendance, and I now adjourn this meeting to 9:30 o'clock tomorrow morning.

At 10:20 o'clock P. M. the meeting was adjourned to the regular session at 9:30 o'clock Thursday morning, September 12.

THE HISTORY OF THE
CITY OF BOSTON
FROM THE FIRST SETTLEMENT
TO THE PRESENT TIME
IN TWO VOLUMES
BY NATHANIEL BENTLEY
OF THE BOSTON BAR
AND
OF THE BOSTON BAR
IN TWO VOLUMES
BY NATHANIEL BENTLEY
OF THE BOSTON BAR
AND
OF THE BOSTON BAR

PROCEEDINGS
OF THE
Fourteenth Convention

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS, STABLEMEN
AND HELPERS OF AMERICA

Fourth Day

THURSDAY SESSIONS

SEPTEMBER 12, 1940



HELD AT WASHINGTON, D. C.

SEPTEMBER 9 TO 14, 1940

CONSTITUTION

OF THE

UNITED STATES

OF AMERICA

1787

1791

1795

1800

FOURTH DAY—THURSDAY MORNING SESSION

Washington, D. C.,
September 12, 1940.

The convention was called to order by President Tobin at 9:30 o'clock.

**SUPPLEMENTAL REPORT, COMMITTEE ON
CREDENTIALS**

Delegate Mitchell, on behalf of the committee, reported favorably upon the seating of the following delegates:

Local 79, G. J. Grant, alternate for W. E. Sullivan.
Local 167, Sam Silverberg, Sam Lewis.

The report of the committee was adopted and the delegates seated.

COMMUNICATIONS

The following telegrams of greeting were received:

Tulsa, Okla., September 9, 1940.

Dan Tobin, Chairman, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Constitution Hall:

Personal greetings and best wishes for a successful convention.

C. H. VALE,
Mayor of Tulsa, Okla.

New York, N. Y., September 10, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Mayflower Hotel, Washington, D. C.:

Best wishes to you, the other officers and delegates for a successful convention. Kindly extend felicitations and cordial greetings to all in attendance.

EDWARD J. VOLZ, President,
International Photo-Engravers Union of N. A.

4 International Brotherhood of T., C., S. & H. of A.

Milwaukee, Wis., September 10, 1940.

Daniel J. Tobin, Mayflower Hotel:

Congratulations and greetings on your fourteenth convention.

GROCERY AND FOOD CLERKS,
Local 1469, Milwaukee, Wis.

St. Louis, Mo., September 10, 1940.

Daniel J. Tobin, Convention Hall, Mayflower Hotel:

The convention of the International Molders Union of North America extends to the convention of the Teamsters Union their very best wishes for a most successful convention.

N. D. SMITH, Secretary,
I. M. U. of N. A.

Boston, Mass., September 11, 1940.

International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Mayflower Hotel, Washington, D. C.:

Kindly accept my heartiest wishes for a very successful convention. May your deliberations prove beneficial to the membership and may the Teamsters organization continue to progress in the future as it has in the past.

JOHN F. McNAMARA,
International President, Firemen and Oilers.

Cleveland, Ohio, September 11, 1940.

Daniel J. Tobin, President, Brotherhood of Teamsters and Chauffeurs, Mayflower Hotel, Washington, D. C.:

Personally and in behalf of our Executive Council, I extend greetings and best wishes for a successful convention.

HARVEY W. BROWN,
International Association of Machinists.

Washington, D. C., September 11, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Teamsters' Convention, Mayflower Hotel, Washington, D. C.:

Please extend to the officers and delegates in attendance at your convention my greetings and best wishes for a successful and constructive session.

J. R. STEELMAN,
Director of Conciliation.

New York, N. Y., September 11, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Convention Hall, Washington, D. C.:

Fraternal greetings to the Teamsters in convention assembled. We pray for your prosperity and congratulate you on your efforts to bring unity to labor's rights. May the coming years be the advancement to leadership of men from your ranks who will bring only honor and glory to the cause of labor.

VICTOR J. LOPINZO, National Director,
Association of Catholic Trade Unionists.

Boston, Mass., September 13, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of North America, Constitution Hall:

The membership of the Massachusetts State Federation of Labor extends to you and the delegates in attendance their sincere best wishes. The trade union movement in Massachusetts as in many other states is grateful to the great Teamsters' organization for its contribution toward making a bigger and better trade union movement. We are proud in Massachusetts to have several members of your organization as officers, including the President of the Massachusetts State Federation of Labor, Nicholas P. Morrissey. We are certain that your deliberations and actions will be helpful to Teamsters as

well as to the entire membership of the American Federation of Labor.

KENNETH I. TAYLOR,
Secretary-Treasurer,
Massachusetts State Federation of Labor.

TELEGRAMS ON PRESIDENT ROOSEVELT'S ADDRESS

President Tobin: While we are waiting for the Constitution Committee, I might say we have a very large number of telegrams here. Perhaps two or three hundred have been received. I would like to read them all, but it will take too much time. Many of them come from other than organizations of labor, many are not from A. F. of L. organizations, and others have no connection whatever with our union. It will indicate to you how the members of the organized labor movement, even outside of our own International Union, have received the President's visit to the convention and his address.

If there is no objection we will follow the usual procedure and have these telegrams become a part of the record, or as many of them as we can use in our record without cluttering up the record too much. Perhaps we won't be able to publish them all. Some of them come from business and church institutions.

We will use our own discretion, if you will leave it in our hands. Is there any objection? Hearing none, it is so ordered and that will be the procedure.

(A list of all such telegrams received will appear in a later proceedings of the convention.)

Delegates Requested to Sit on the Main Floor

President Tobin: The balcony and the galleries are reserved for visitors who are wearing visitors' badges. Delegates are expected and ordered to be seated on the main floor.

Give your attention now to the chairman of the Committee on Constitution.

REPORT OF COMMITTEE ON CONSTITUTION

Chairman Beck: As chairman, I would like to request that only one copy of the printed report of the committee be taken by each delegate. We have provided enough for each delegate in attendance.

The committee is prepared to report. I might again preface the report of the committee by a statement that this committee has given a great deal of time to the consideration of the amending of the Constitution. We expect it to be debatable. It covers the entire United States and Canada, and with the Constitution that has been in effect over a great many years, with the mechanical changes in industry and the technological development of industry in the various areas from which the delegates come, it is reasonable to suppose that it will be controversial.

We want you to keep in mind that the committee has studied it carefully and has made its recommendation in each and every instance after mature consideration.

The Constitution as amended and submitted to you comes before the convention as the unanimous action of the committee. We are going to ask you to give us perfect attention, not only the committee, but those on the floor. At this time I call on the secretary of the committee, Tom Lyons.

President Tobin: Tom Lyons is an express driver from New York, and he is president of the New York State Federation of Labor. In my judgment he has brought honor and credit and decency and clear thinking to that body. He was an organizer for the International Union for some years. He is well versed in the preparation of constitutions. Let me say this word to you, by way of advice. If we disagree in our opinions as to the amendments, which are based mainly on necessity and with the idea of continued progress of our union—legal necessity in many instances, clarification in other instances—but if we disagree and if we have any argument

let our disagreement be based on common sense and fraternal understanding. It is our right to disagree, but it is not our right to go any further than our fraternal and legal obligations permit us to go. In other words, as sensible men we are preparing a Constitution to guide and govern this organization and our membership during the next five years.

Chairman Beck: The chairman desires to make one more remark. We will cover this constitution section by section and move for adoption as we read it section by section.

Please keep this in mind. A great many resolutions have been submitted by delegates in attendance and these resolutions have been referred to the Constitution Committee because they involved the amending of the Constitution. The chairman wants to report now that each and every delegate will be given an opportunity to appear before the committee as it relates to these resolutions, but as the first order of business we desire the convention to pass upon the adoption, rejection, amendment, or re-referring of the sections to the Constitution. Then we will consider, on the basis of the new Constitution as you finally approve it, the amendments which you have submitted.

Brother Lyons, secretary of the committee, will submit the report.

Secretary Lyons: Mr. President, the Constitution Committee submits to the Fourteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen, Warehousemen and Helpers the following Constitution. You will note on the cover of the Constitution it is changed to read: "Proposed Constitution of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers." The committee has stricken out on the cover the word "Stablemen."

Explanation

1. The present Constitution when not changed is printed in regular type.
2. Changes and new matter are printed in italics.

Preamble

As almost every improvement in the condition of the working people was accomplished by the efforts of organized labor, and as the welfare of the members of a craft can best be protected and advanced by their united action in one great labor organization, we have organized the International Brotherhood of Teamsters, Chauffeurs, *Warehousemen* and Helpers, *and are chartered by the American Federation of Labor*, and adopt the following Constitution:

Constitution of the

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers

Article I

Name

SEC. 1. This organization shall be known as the International Brotherhood of Teamsters, Chauffeurs, *Warehousemen* and Helpers and shall consist of an unlimited number of Local Unions chartered by the International Brotherhood of Teamsters, Chauffeurs, *Warehousemen* and Helpers.

Secretary Lyons: Mr. President, on behalf of the committee I move the adoption of Article I, Section 1.

The motion was seconded.

Delegate Considine, Local 33: A question of information. I was just wondering if that was a recognition of the one great labor organization principle involving all crafts in one labor organization, or does it pertain to individual trades?

President Tobin: Brother Considine, you are an old time, good trade unionist. You have reference to the I. W. W. of the old days? I think the purpose of it is to try and declare in favor of unity in the labor movement, workers organized for unity, not in the sense that you are asking. The preamble is the same preamble that we have had for years, as far as I know since we started. It is just the usual declaration of unity of the workers. Is that right?

Secretary Lyons: That is correct.

President Tobin: The preamble has not been changed.

Secretary Hughes: I suppose I ought to at least say something about the elimination of the word "Stablemen." First, I want the delegates to understand that I was not a stableman, and if I were I would not be ashamed to be called a stableman. At the last convention five years ago, for some reason or other—I don't know why—an attempt was made to eliminate the word "stablemen" from our Constitution, and not to change it to "Warehousemen" or to anything else. I opposed the proposition on the grounds that I did not believe in changing the name and eliminating that part of the title covering some of the men who helped build and make possible this organization.

Possibly the word "stablemen" might have been distasteful to some. Possibly it might have been too long a name for the organization to carry.

We come along five years later—and I have no alibi, I have no kick about them eliminating the word "stablemen" if they want to do so. I am thinking possibly of the future. We come along today and we are going to take out one part of our title, we are going to insert the newest adjunct to our organization—warehousemen.

What I am thinking about is, at the next convention will the garage employes, who are much older than the warehousemen, ask that they have their names or title inserted? How about the oil station employes, that pos-

sibly outnumber any of these? They may want their title inserted in our name in the future. It makes no difference to me, only that I had these things in mind. I don't know whether the committee had this in mind when the title was changed. Had I been informed of the name, had I been informed of the change of title, I could have taken it up with the committee, but I, like you, received my copy of the proposed Constitution just yesterday afternoon. I knew nothing about the change or I would have appeared before the committee and made the statement I am now making at the convention.

I have no objection to any change, only I am wondering what they might do again in the future. All these changes mean something, they mean much money, they mean a great deal of expense to make the changes.

Keep that in mind also.

President Tobin: I must answer the statements made by the Secretary-Treasurer. My report was printed and handed out here the first day of the convention. I gave the reasons then why, in my judgment, the word "stablemen" was an extinct branch of our trade. As a matter of fact, when Secretary Hughes was elected Secretary-Treasurer of the International Union in 1905, at the convention in Philadelphia, we did not have the word "stablemen" in the title. And, as a matter of fact, the history of the International Union will show that I myself recommended it, insofar as getting it in the title, about 1908 or 1909. We never had in this International Union, as far as I can remember since I came into it, more than two small local unions of stablemen chartered by the International. One was in San Francisco and I forget just where the other one was. Most of the stablemen that were organized and admitted to our union belonged to the local of that craft, for instance, stablemen working in truck drivers' barns belonged there and they were classified as helpers and taken in under the heading, "Helpers."

When I became President, as far as I can remember,

there was no such thing as "Stablemen" or "Helpers" in the title. I advocated those changes, got those additions and had the American Federation of Labor approve them.

Contrary to being ashamed of being a stableman, I was a stableman for some time in my employment, working in a harness room and on a washstand for the Lockhart Company of Cambridge in Boston, but I was a member of the truck drivers' while in that branch of our trade. I am not ashamed of it. I worked at it.

The humbler we are the more proud we should be of our positions. The reasons are very clearly stated in the report of the President. Any one who reads the report may know why this change is made.

The present title of the International Union is pretty lengthy. It has not been changed in length, it has been changed by the committee substituting the word "Warehousemen," which is perhaps the largest branch of our trade outside of the drivers, and it will become much larger as time goes on. The trade and calling and occupation of stablemen is almost totally extinct. While we have several other branches of our trade that are growing, the publicity and advertising that we obtain by the substitution of a name covering a large part of our trade is going to be a big help to us in organizing. That is the only reason. There is no other motive. It is for the continued progress and advancement of our organization, meeting modern conditions.

Delegate Lacey, Local 816: The question I would like to ask, Mr. Chairman, is this. As I understood the chairman of the committee, if there is any protest upon any section of the Constitution, the representatives of the different Local Unions will have the right to appear before the committee, prior to the acceptance of the different sections of the Constitution.

President Tobin: I think the chairman of the committee can answer you.

Committee Chairman Beck: The chairman desires to

answer the question by referring to what has already been said. The chairman stated that we would make, as the first order of business, the reading, section by section, of the Constitution for your adoption or rejection. Then I stated that we would hear any delegate in this convention for the purpose of his arguing on any resolution that he had submitted, based upon the final action of the convention on the first order of business, so that we might predicate our action upon your adoption, rejection, or amendment or re-referring the section of the Constitution.

Therefore, the subject matter of this first section is now before you for adoption or rejection. Then the resolutions will be listened to on the basis of your action on this first section.

Delegate Lacey: Then I am led to believe that if the convention adopts the section as it is recommended by the committee, that disposes of any objection, either by application or otherwise. Is that right?

President Tobin: If you adopt the motion as now presented, that disposes of the question, but if the delegates here desire to refer it back or if they don't believe in it, then it will go back and you can be heard over again. Reference means rehearing on the matter. If, however, the convention adopts the motion, that disposes of the matter for the time being.

Delegate Lacey: In other words, Mr. Chairman, an amendment to the motion of the committee, referring back to the committee for consideration?

President Tobin: Are you making that amendment?

Delegate Lacey: Not on this matter, Mr. Chairman.

Delegate McLaughlin, Local 25, offered an amendment to the committee's report, to insert the word "garagemen" in place of the word "stablemen," and then follow with the word "warehousemen."

The amendment was seconded.

President Tobin: There is an amendment to the report of the committee that the word "garagemen" be substituted for the word "stablemen." The title of the

constitution then would read: "International Brotherhood of Teamsters, Chauffeurs, Garagemen, Warehousemen and Helpers."

Delegate Coffey, Local 120, suggested that the word "teamsters" be eliminated and the words "truck drivers" be inserted instead.

Delegate Sullivan, Local 25, said he thought it was possible that there might be a transgression upon the jurisdiction of another organization if the word "garagemen" were applied to the International Union. He referred to the Machinists, who he said claimed jurisdiction over garagemen.

President Tobin: We have, from the American Federation of Labor, jurisdiction over garage workers, with the exception of all mechanics within the garage who are classified as mechanics.

Let me say this to you, Brother Sullivan, the American Federation of Labor has approved that jurisdiction and the Machinists have approved it. They are in agreement with us on our claims.

Delegate Sullivan: Thanks for the information. I shall go back to Boston and claim them.

Delegate Murphy, Local 225, said he believed it was impossible to include the names of all branches of the trade in the title of the International Union.

A voice vote was taken on the amendment proposed by Delegate McLaughlin.

President Tobin: I would like to be sure of our ground here. I will put the amendment again and ask for a rising vote. Those who favor the adoption of the amendment will arise and remain standing until counted.

Secretary Hughes: Mr. Chairman, let me ask a question before the count is taken. I may misunderstand, and I stand to be corrected, but as I understand, an amendment to the Constitution of the organization requires a two-thirds vote of the delegates present. Is that correct?

President Tobin: That is the law.

Secretary Hughes: Likewise I feel that it is practi-

cally impossible to count from a standing vote in this hall. There are 1,400 delegates, and if you can show me how you are going to get a correct count I would like to see it.

President Tobin: The delegates will be seated. Of course, we can get a correct count of the delegates by having the roll call, but we are trying to avoid that. The Secretary knows that we can get a correct count by having a roll call, but that takes an hour and a half or two hours, and we are trying to avoid that. All those opposed to the amendment will rise.

The rising vote indicated that the vast majority of the delegates were opposed to the amendment.

President Tobin: The amendment is lost.

Now before I put the motion of the committee, I want you to understand the rules. Refer to the rules in the first day's proceedings and acquaint yourselves with the number of delegates required to demand a roll call if they see fit to do so. I am trying to avoid roll calls. Undoubtedly we will not be able to avoid them in all of our proceedings, but a roll call will take from an hour and a half to two hours.

The question now comes on the motion of the committee, to adopt the committee's report, which substitutes the word "warehousemen" for the word "stablemen" in our International Union's title. As many as favor the adoption of the committee's report will signify by saying "aye." Those opposed will say "no."

It seems to be a vote and the motion is carried. It is so ordered.

Let me give you another slight parliamentary instruction. When the Chair says, "It seems to be a vote," in announcing the vote, you are privileged to challenge the decision of the Chair if you desire to do so, but it is not within the province nor is it the duty of the Chairman to advise you to challenge the decision. The committee will proceed.

Secretary Lyons proceeded with the report of the committee, as follows:

Objects

SEC. 2. To organize under one banner all workmen engaged in the craft, and to educate them to cooperate in every movement which tends to benefit the organization; to impress upon our membership, our employers, and the public that it is to the advantage of all concerned that workers be organized; the organization of our craft requires honest and intelligent membership, adapted to the business; we teach our membership the advantage, benefits and importance of their industrial position, and we endeavor to build up and perfect a labor organization in conformity with the highest standards of our American citizenship; we seek to improve the industry by increasing the efficiency of the service and by instilling confidence, good will and understanding between our membership and their employers, which will have the effect of preventing unnecessary conflicts or serious misunderstandings between the membership and their employers, and which will further encourage cooperation and fair dealing with all employers so as to secure for our membership reasonable hours, fair wages and improved working conditions.

Secretary Lyons: Mr. President, your committee moves the adoption of Section 2, Article I, "Objects."

The motion was seconded.

Delegate Doyle, Local 357, asked that the word "Canadian" be inserted in this section dealing with citizenship.

That part of Section 2 of Article I as amended by Delegate Doyle, would then read:

"We teach our membership the advantage, benefits and importance of their industrial position, and we endeavor to build up and perfect a labor organization in conformity with the highest standards of our American and Canadian citizenship."

President Tobin: A member of the committee tells me there is no objection on the part of the committee to including the word "Canadian." Brother Beck will make a slight explanation on the matter.

Committee Chairman Beck: The point the brother raises is that in Canada they would be entitled to have the title "Canadian citizenship," and the committee offers no objection to that inclusion and it will be a part of the committee's report.

President Tobin: Is there further discussion? Hearing none, the motion of the committee will be adopted as presented, and that part of the committee's report will include the words "Canadian citizenship," and that will stand as the action of the convention.

Article II

Jurisdiction, Membership, and Eligibility to Office

Jurisdiction

SEC. 1. This organization has jurisdiction over all teamsters, chauffeurs and helpers, stablemen; all who are employed on horses, harness, carriages or automobiles in and around stables or garages (other than mechanics); gasoline station attendants (other than mechanics); warehousemen; all classes of dairy employes, inside and outside; workers employed in ice cream plants; all other workers employed in the manufacture and distribution of milk and dairy products; all truck terminal employes.

Secretary Lyons: Mr. Chairman, the Committee on Constitution recommends the adoption of this section as read.

Delegate Burns, Local 379: Mr. Chairman, in Boston I have 400 lumber yard employes. I don't see any jurisdiction claim in this report for these men.

President Tobin: We have claimed and always have had in our membership for a great many years those working in lumber yards loading trucks. We have had

them in as helpers and the carpenters and laborers are now claiming them. We never asked and never believed we had to ask the Federation for this class of workers.

There has always been some controversy over whether tally men, or men loading in the lumber yard belong to us. As you know, these men that work in the mills and within the yards for these lumber companies make window frames and cut lumber to order. There are dry kilns within the yards, and the carpenters were claiming all those workers were theirs. Less than one-half of 1 per cent of that class of workers are organized. We have taken this class of workers in for years past, wherever we could organize them, under the heading of helpers.

The other classes that we have included here in our title, we thought we covered pretty nearly everything, and we think we are covering the class that you refer to in Boston, because I am pretty well acquainted with that.

Peter Donahue, our great lawyer, used to be a lumber handler. The classes that we have included in our title, we have jurisdiction from the American Federation of Labor in accordance with the laws of the Federation. The lumber handlers have been claimed by these other trades. There is quite a controversy on now between the carpenters and the laborers. Wherever we have been able to organize these classes of men who are distinctly loading our trucks, we have organized them. We do not include it in the title, because we have never had distinct jurisdiction over lumber handlers from the Federation.

The question was further discussed by Delegate Burns, and President Tobin said:

Brother Burns, your jurisdiction is not changed. You are taking the men under the heading of helpers and we will continue to do it, but we cannot include them under this title.

Delegate Burns: Have you any objection to signing them as tally men, mill helpers, etc., or should you advise

me to let them sign up as helpers, because the companies pay these men on a different scale.

President Tobin: That condition in Boston has been there ever since I became a member, in 1900. You can continue along the same lines you have always continued, and in the preparation of your wage contract you can specify certain wages for certain classifications of work and we will approve it when it comes to the national headquarters. You can specify tally men or any other men now not classified as helpers, and do not give them up until we order you to do so.

Delegate Naylor, Local 404: Mr. Chairman, I see we include all truck terminal employes, which is fine, but unless we specify other than mechanics we are bound to run into a great many disturbing questions with employes in truck terminals, because there are mechanics there who have been asking for membership. Some of our members are under the opinion we should take them in, for I believe it should be specified there, as it is with the gasoline station attendants and garagemen.

President Tobin: Brother Naylor, you don't think for one minute that we, who have been fighting industrial organization, could embody in our jurisdictional claims electricians, mechanics of every description, do you?

Delegate Naylor: No, Mr. Chairman, I don't, but the fact remains that in our rank and file we have a great many technicians who continually raise the question.

President Tobin: We are not going into that and I don't like that statement, because I don't think it is a statement of fact. We haven't any full-fledged, recognized mechanics to my knowledge. We are entitled only to those who are not covered by the jurisdiction of those mechanical trades. That is for the record.

Delegate Eslinger, Local 541, spoke of the controversy in his locality with the Engineers in regard to heavy construction, equipment handled by members of the International Union on the highway on heavy construction.

He offered the following amendment to the motion of the committee, that there be added to the section under discussion the following:

That we claim jurisdiction over agitators and mixers and also the loading and unloading of heavy construction equipment on the highway, as classified in the April issue of the monthly magazine, the loading and unloading and handling of all such equipment.

The amendment was seconded.

Committee Chairman Beck: The chairman desires to state it would be impossible for us to include in this jurisdiction a great, wide classification of jurisdiction in its widest and greatest detail. I am positive the General President will affirm it, that when we use the term "teamster, chauffeur and helper" we think in terms of the entire classification, all over-the-road hauling, with all the assistant problems connected with it that are not mechanical operations covered by a distinct trade. Our jurisdiction is allocated to us by the American Federation of Labor. If a dispute arose over it, it would eventually go back to the American Federation of Labor. We are confident that our jurisdiction is completely covered by the section submitted by the committee.

Delegate Moline, Local 753, asked for further information with regard to vendors.

Committee Secretary Lyons: The delegate is asking for information concerning individual owners or individual vendors. That is covered in another section.

Delegate Card, Local 20: I would like to ask a question in regard to the clause, "all truck terminal employees." Brother Beck just stated that included all truck terminal employees excepting mechanics. I am wondering if that includes office employees, who the Brotherhood of Railway Clerks have for some time been trying to organize for the motor freight companies.

President Tobin: We are telling you again that all

truck terminal employes except mechanics are claimed by us, and if some question arises on which you are in doubt, about bookkeepers, for instance, write in to us and we will give you the information.

Delegate Degrady, Local 28, suggested that parking lot attendants be included in this section.

Delegate Brady, Local 162, spoke with reference to employes in ice cream plants and stated that that might become a question of argument with the Bakery and Confectionery Workers, who were claiming jurisdiction over ice cream makers.

President Tobin: We are claiming them, too, and we are holding them, mainly. We are not settling jurisdiction questions here. Let us handle that with the Federation and the Bakery and Confectionery Workers. But let me say this to you, we claim jurisdiction, and declare it here, over all workers in dairies and in ice cream plants, including butter makers, except those who are distinctly mechanics.

Delegate Brady suggested to the committee that they include the word "creamery" after the word "dairy."

President Tobin: We are covering the dairy products and we can follow that up wherever they go.

The amendment to the report of the committee, offered by Delegate Eslinger, was defeated on being put to vote.

The motion to adopt Section 1, Article II, "Jurisdiction, Membership, and Eligibility to Office," as recommended by the committee, was carried.

Membership

SEC. 2. (a) *Any person 18 years or over, of good moral character, employed in the craft or the various employments over which this International has jurisdiction, shall be eligible to membership in this organization.*

(b) *Persons who own and operate a team or vehicle shall be eligible for membership in this International Union.*

(c) If, however, any local union can prove to the satisfaction of the General President or the General Executive Board that the admission of such individuals would be detrimental to the welfare of the local union, it may present such facts to the General President or the General Executive Board for authority to refuse to accept such persons as members. The General President shall consider all the facts and circumstances submitted by the local and render a decision in the matter, which shall be binding on such local.

(d) The foregoing provision shall apply with equal force to so-called "venders" and "over-equipment drivers." A "vender" is a person who purchases products and sells the same on his own behalf. An "owner-equipment driver" is a person who, in connection with his employment, uses equipment sold or leased to him by his employer or equipment which he has purchased independently but which he uses in whole or in part in the service of his employer. When such persons apply for membership in the International, the Local and the International shall have the right and authority as a condition precedent to membership to approve or disapprove of any contract pertaining to such form or similar form of employment.

All contracts hereafter renewed or entered into, pertaining to such form or similar form of employment, shall likewise be subject to such approval or disapproval of the Local and International. If, in the judgment of the Local or International, such employment contract will constitute a reduction in the union wage scale then prevailing for such service without "owner equipment," the same shall not be approved by the Local and such persons shall be ineligible to membership or, if a member, shall cease to work under such conditions or be subject to suspension or expulsion by the Local or International.

(e) The General President, when he deems it advisable for the best interests of the International Union, and upon the recommendation of the local union, may allow a person to own more than one team or vehicle and hold mem-

bership, provided he hires and employs none but members of the International Union and that he drives a vehicle himself and conforms to the prevailing rate of wages, hours and working conditions of the local union in the locality.

(f) No individual owner or vender as hereinbefore defined shall be eligible for office in any local, or to vote on any wage and hour scale, unless the local is composed entirely of individual owners or venders.

Committee Secretary Lyons: Mr. President, on behalf of the committee, I move the adoption of this section as read.

The motion was seconded.

Delegate Trovero, Local 159, expressed himself as opposed to Subsection (f), stating that he came from a rural district where there were 11 Locals in 6 counties composed of 80 per cent individual owners. He expressed the feeling that if this section were enforced a majority of those Locals would go out of existence.

Delegate Kidder, Local 572, raised the point that no requirement was made in Section 4 for American citizenship.

President Tobin: We have accepted that and there is no sense going back to it. That has already been accepted on the Canadian citizenship. Now we are dealing with the individual owner and vendor. We are not going to put any of them out of our Union unless they have done something wrong. We have had innumerable losses. We have a bad situation in St. Louis now against the officers of Local 600 and from their experience there and the experience of our milk drivers in Chicago and other places, from that experience our attorneys have drafted this section of the constitution to protect them in the future.

It is not our intention, as I understand it, to deprive any individual owner membership that is now in membership, but it gives us the right under certain circumstances, if we deem it dangerous to the interests of our

Union, to refuse them membership. Now that is the whole sum and substance of it and we are basing every section there, every paragraph of the section on legal procedure. That was drafted with the approval of the committee and consultation with our attorneys.

Delegate Morris, Local 526, asked for a point of information as to individual owners where they increased their ownership to two or three trucks or vehicles, if under those circumstances they must take out withdrawal cards and hire nothing but union men.

President Tobin called the delegate's attention to the provisions of Section (e), stating that it had been the precedent in the past where a man picks up extra work and needs to put on another truck and would pay journeyman wages and the Local Union recommended that he be permitted membership, in that case he was allowed membership. He stated that unless the Local Union recommends it the General Office did not allow it.

Delegate Franklin, Local 302, offered an amendment that Subsection (b) of this subject under "Membership" be changed to read "may" instead of "shall," the subparagraph then reading: "Persons who own and operate a team or vehicle may be eligible for membership in this International Union."

The amendment was seconded.

Delegate Stephens, Local 256, expressed opposition to the provisions of Subsection (f) barring an individual owner or vender from office and cited the experience of the laundry wagon drivers in San Francisco.

The Chair assured Delegate Stephens that it was not the intent to injure any individual or organization in any way.

Delegate Silverberg, Local 167, spoke briefly on the condition they had in his Local where they had four men who were replaced by four sons.

President Tobin stated that it was the idea to make laws which were best for the greater number of unions throughout this country and Canada, and stated that it

was impossible to make laws to cover each individual matter that came up in the Local Union.

Delegate Fred Smith, Local 346, offered an amendment to the amendment to Subparagraph (f), "that there be no more charters issued to individual owners or vendors."

The amendment to the amendment was seconded by Delegate Hurley, Local 120.

In support of his amendment to the amendment Delegate Smith related briefly the conditions where the independent owner Locals had become boss-controlled and they had difficulty in getting charters revoked. He also pointed out where independent truck owners in northern Minnesota had bid as low as 60 cents an hour for man and truck on WPA and PWA work.

Committee Chairman Beck: May the Chair point out that it is optional with the International Office whether any charter shall be granted, and if they will bring those matters to the attention of the International Office that if there is a Local up here in Minnesota or anywhere else that wants a charter and it is detrimental to the interests of the wage earners and the people in that jurisdiction, then the International Office would refuse to grant a charter, and that ends the matter.

Delegate Echert, Local 291, expressed the opinion that the provision of this subparagraph worked a hardship on that Local.

Delegate Lutz, Local 753, moved that the section be referred back to the committee for reconsideration.

The motion was seconded.

Delegate ———, Local 584: One question on these vendors here—I would like to make a motion or amendment to any motion that has been made that they be denied membership in the organization for one reason. We have a condition in New York, and there is no question in my mind but that condition prevails throughout the country where these vendors are not only a detriment to any organization, but they are a means of tear-

ing down our wage structure, our wage scales, and I would like to make that in the form of a motion or an amendment to eliminate them from membership in the organization.

The motion was seconded.

President Tobin: There has been a motion offered as a substitute, an amendment to the report and an amendment to the amendment. The substitute motion is that individual owners and vendors be deprived of membership in the organization.

Delegate Roderick ———, Cleveland, spoke of the conditions in Cleveland where automobile dealers had sold trucks to individual owners to compete with the hiring contractors or individuals being encouraged to buy these trucks for WPA work, which resulted in dump truck owner operators in that territory seeking membership.

Delegate Ammerman, Local 471, spoke briefly on the experience that his Local had had by refusing independent operators membership in the organization and expressed the opposition of Local 471 to denying individual owners membership in the organization.

Vice President Goudie: Mr. Chairman and delegates, I rise to oppose the motion to prohibit the membership of individual owners in this organization. My reason for doing that is that there are many organizations throughout the country that for years and years have had individual owners in their organizations. Some small Locals are practically 60 per cent individual owners. I don't think that this convention wants to throw out from membership members that have enjoyed membership in this International Union over a period of years. We have the individual owner and the vendor today because many employers are practically forcing the poor devil to buy their truck and assume the liability that the owner wants to evade. But you are not going to correct that evil by depriving individual owners from membership in this organization. I ask you to consider that very thoroughly before you vote on that proposition.

Committee Chairman Beck: Mr. Chairman and delegates, you have some understanding now, by virtue of the debate, of the many ramifications surrounding the committee in submitting this Constitution to you.

I rise for the purpose of opposing the amendment and supporting the report of the committee. First, by virtue of this action, the action of the convention, we don't deny individual owners admittance provided they are an asset to the Local Union in question. But in the instance where they are not, then you can deny them admittance and a charter can be granted or a charter can be denied within the discretion of the International Office.

We wrote into this section provisions denying officership to individual owners because in our opinion it is primarily a wage earner's organization; the International Brotherhood of Teamsters is primarily a wage earner's organization, willing to recognize all the individual rights there may be for individual owners.

As to contracts entered into and forced upon individual owners, we have written into this section the right of a Local Union to compel the individual owner to submit the contract between his employer and himself, compel him to submit it to the Union president and the membership, and if there is anything in that contract that would permit them to work at actually less than the prevailing wage by virtue of that contract, to deny him membership.

In addition to that, please keep this in mind—there are many thousands of individual owners in our Unions, there are many thousands eligible for membership, and this committee has had in mind that it is not our desire to build up dual unionism by not making a proper place within our organization under the proper rights and conditions for the admission of individual owners.

I think the committee has answered here, in the submission of this amendment, all the arguments that have been advanced, and I ask the adoption of the committee's report by the convention.

A motion for the previous question was carried.

The motion to refer back to the committee was lost.

The amendment to the amendment that individual owners and vendors be denied membership was defeated.

The original amendment to the committee's report providing for Subsection (b) to read, "Persons who own and operate a team or vehicle may be eligible for membership in this International Union," was adopted.

The report of the committee as amended was adopted.

Subversive Elements Barred from Membership

SEC. 3. (a) No member of the Communist Party, *nor any person who subscribes to its doctrines*, shall be allowed to hold membership or be admitted to membership in any local union of the International organization. If by false statements such individual has obtained membership he shall be expelled. It is not necessary that the individual charged with membership in the Communist Party admit his membership in said party. If the Local executive board, by majority vote, is satisfied by the evidence presented that the individual is a member of the Communist Party or any branch of the Communist Party, *or subscribes to its doctrines*, the Local executive board shall expel such individual after he has obtained a proper trial in accordance with our laws.

(b). The action of the Local executive board is final and binding, with the understanding that either party has the right to appeal *in accordance with this Constitution and subject to the following provision.*

(c). *If, in the opinion of the General President, the above section has not been complied with in principle and intent by the local union or its executive officers, he or someone appointed by him or acting for him, shall be empowered to reopen and review the case and, if he deems it advisable, he or his representative shall be empowered to transfer the case to the General Executive Board. If the General Executive Board returns a decision of guilty, the decision shall be carried out immediately, but the party*

found guilty shall have the right to appeal, and such appeal must be taken to the next convention of the International Union.

Organizer Gillespie in the Chair.

Committee Secretary Lyons: Mr. Chairman, on behalf of the committee, I move the adoption of this section as read.

The motion was seconded.

Delegate Showler, Local 464: I would like to ask the chairman of the committee if he would consider adding the following words after "Communist Party," "or any other subversive group." I do that for this reason: The Communist Party has been outlawed in the Dominion of Canada. It is possible that if your country went to war for any reason they would be outlawed here. We feel that the Fascist group also comes under the heading of subversive elements. As a matter of fact, they are all the same gang as the Communist Party. Their chief ambition in life is to cut the throats of the workers and we would like to have put in there, "or any other subversive group," if the chairman of the committee is willing to accept the suggestion.

Committee Chairman Beck: The Chair wants to say on behalf of the committee that we gave that consideration in the committee, but the word "subversive" is too broad and on the advice of legal counsel for the International Union we confined it to the wording that is written here. And let me add that we have written these provisions of the constitution to cover this subject matter in the interests of the protection of this International Union.

Delegate Nicols, Local 670, suggested that the section be made to bar any person who subscribed to the principles of totalitarianism.

Delegate Weinberg, Local 587, expressed the opinion that provision should be made to cover all subversive elements, to cover Nazis, Communists and Fascists.

Delegate Olson, Local 584, suggested that provision

be made to include any proven non-American organization and members thereof.

Delegate Fitchie, Local 753, suggested that the section might be referred back to the committee to have legal advice in making some provision to include all subversive elements.

Committee Chairman Beck: Let the Chair make it very clear that every minute of the time that this committee has spent going over the provisions of this constitution the legal adviser for this International Union has been in constant attendance and has advised us on every phase of our recommendations. The reason we did not want to include subversive or include totalitarian or some other phrases in there is the fact that they are not specific. For instance, you may say a man should not have a right in here if he belonged to the Lawyers' Guild. We have to cover a distinctive branch and that is the Communist Party. That has been firmly established over a period of years, so it is understandable, and on advice of legal counsel we have worded this section as submitted by the committee, and we feel that it is for the protection of this International Union.

Delegate Healy, Local 921, spoke briefly in support of the committee's report.

A motion for the previous question was carried.

The report of the committee was adopted by unanimous vote.

Eligibility to Office

SEC. 4. To be eligible for election to any office of a local union or *the* International Union a member must be in continuous good standing for a period of *two* years prior to nomination for said office. This does not apply to newly organized local unions except as follows: *In* local unions organized for less than one year an individual must be a member and in continuous good standing for at least half of the period of time since *the* local union was chartered by *the* International Union. To be eligible to hold office in a local union a member must be a citizen of the coun-

try in which his local union is located. *Officers under this section shall also include members of local executive boards, business representatives of local unions, delegates to central bodies, and delegates to all conventions of labor.*

Committee Secretary Lyons: Mr. President, on behalf of the committee, I move the adoption of Section 4 as read.

The motion was seconded and carried.

Vice President Goudie: It has been brought to my attention with all due respect to Brother Gillespie, that the President of this organization has turned the gavel over to some one that is not a Vice President of the organization. There may be some question that would be raised that everything we are doing here now is not legal. I therefore call it to the Chairman's attention.

President Tobin: The Chairman is within his legal rights in calling any delegate to the Chair. It has been done in every convention. There has been no intention, of course, to slight the Vice Presidents. The constitution does not say that the Vice President shall preside when the President is not there. I usually call them. But the legal right of the Chair is that he can call any delegate.

Article III

Conventions and Representation

Conventions

SEC. 1. The conventions of the International Brotherhood of Teamsters, Chauffeurs, *Warehousemen* and Helpers shall be held *every five years* on the second Monday in September, at such place as may have been designated by the last preceding convention, and no city shall be entitled to two consecutive conventions, nor shall a convention be held in any city or town where there is no local union of the International Brotherhood. The International Secretary-Treasurer shall issue a call for the convention not less than two (2) months prior to the date of meeting.

Committee Secretary Lyons: Mr. President, on behalf of the committee, I move the adoption of Section 1 as read.

The motion was seconded.

Delegate Doyle, Local 357, suggested that the section be amended to provide that a convention could be called whenever the General Executive Board deemed it advisable in the best interests of the International Union.

Committee Chairman Beck stated that such a provision was taken care of later in the constitution.

The report of the committee was adopted by unanimous vote.

Basis of Representation

SEC. 2. Each local union having *three hundred (300)* members or less shall be entitled to one *delegate*, and one delegate for each additional *three hundred (300)* members or majority fraction thereof, but in no case shall a delegate have more than one vote. No proxy vote will be allowed.

Committee Secretary Lyons: Mr. President, on behalf of the committee, I move the adoption of Section 2 as read.

The motion was seconded and carried by unanimous vote.

Requisites for Representation

SEC. 3. (a). No local union shall be entitled to representation in the convention that has not been chartered, affiliated and in good standing for 90 days prior to the opening of the convention, and each local union to be entitled to said representation must have paid into the International treasury three consecutive months' per capita tax. No member shall be elected as delegate if *he is* in arrears to his local union.

(b). All moneys due the International Brotherhood, whether by per capita tax or otherwise, must be received at least three days prior to the opening of the convention.

(c). This section applies also to local unions now affiliated with independent organizations.

Committee Secretary Lyons: Mr. President, on behalf of the committee, I move the adoption of Section 3 as read.

The motion was seconded and carried.

President Tobin in the Chair.

Delegate Lester, chairman of the local Arrangements Committee, called attention to the fact that Delegate Sullivan, of New York, again requested that all delegates expecting to go to New York register with him and that he could be found at 1:00 o'clock each day in Parlor A of the Mayflower Hotel.

Delegate Lester also announced in connection with the banquet this evening that it had been necessary for the committee to abandon its reservation system for the banquet where each delegate would have been assigned a table, but the committee would try as nearly as possible to seat the delegates and guests in the order in which their questionnaires were returned to the local committee.

He stated that while the committee had anticipated taking care of about 1,800 at the banquet, the demand had now reached 2,500.

Delegate Lester stated that in view of the press of business he would like to know the feeling of the delegates as to a possible night session on Friday night in place of the stag party which had been planned.

By a show of hands a majority were in favor of the transaction of business with a night session.

The local chairman assured the delegates that the entertainment planned for the ladies would go on according to the program.

Announcement was made as to the time and place of meetings of various organizations.

President Tobin: Now, then, this morning we didn't start this convention on time. We lost nearly twenty-five minutes. There is no use in the officers coming here if nobody else is here. I don't like to be driving you, you have done a wonderful job here last night, of which the whole nation is talking today. The name of your conven-

tion and your organization is in every town in this country today. But I would like to impress upon you, not for my sake, but for your sake, that we ought to be here at the appointed time and let's begin our meetings on time.

My judgment is that it is absolutely impossible for you to get through here with the Constitution after it has been amended, which will be subject to discussion, nearly 1,400 delegates desiring to say something, all of them entitled to their rights, and I don't believe you can get through here until Monday or Tuesday. It cannot be avoided. This business is important. We are not making the laws for any officers. Nor are we making it for the delegates. You are making the laws for your membership that may be destroyed between now and your next convention, if you don't make the proper amendments and the right laws.

Now we are bound to have disagreements. That is where we reach safe conclusions. In our progress we must disagree. But this I ask you, to remember your obligations. There is no point in any one disagreeing so severely that he takes it with him out of the hall or back to his own city. We are only instruments of our people. If ever you are going to be destroyed it will be through division, hatred and jealousy. The curse of the labor movement today is hatred, division and jealousy. All of us cannot be leaders. He also serves, who stands and waits. Remember that.

The curse of our conventions in the early days was that every time they had a convention when the adjournment took place in some sections of the country or some individual who was extremely ambitious was disappointed, if his ideas did not go over, he went back home and started a rump organization. Thank God, we have outlived that period. Our last experience with that was after our Cleveland convention. We had some trouble, dissension, in one of our eastern states. That is 20 years ago. There were some dissatisfied delegates who were disappointed in their ambitions. There will be some per-

haps in this convention. It is not humanly possible to prevent it.

There will be some sections of the Constitution adopted that perhaps I won't agree with and my recommendations may be, as they have in the past, set aside by the convention. But a true soldier and a real union man, a leader that is helpful to his organization, must accept the will of the majority and must set aside his own personal opinions, no matter how they are based, in the interest of this organization.

That is what I have tried to do and that is what I will continue to do and that is what I want you to do.

I will be a few minutes late when the convention opens and I will ask Vice President McLaughlin to be here on time. I have an important meeting in the hotel dealing with your interests that may delay me a half hour. I am going to ask Vice President McLaughlin upon the convening of the convention to preside until I arrive.

With those statements, the convention now stands adjourned to meet at 2:00 o'clock.

Whereupon, at 12:30 o'clock P. M. the convention adjourned until 2:00 o'clock P. M.

FOURTH DAY—THURSDAY AFTERNOON SESSION

The convention was called to order at 2:15 o'clock P. M. by Second Vice President John P. McLaughlin.

Chairman McLaughlin: The Committee on Constitution has asked that we take up the matter of resolutions. Is the Committee on Resolutions ready to make a further report?

Delegate Morrissey, Secretary of the Committee: Yes, sir.

REPORT OF COMMITTEE ON RESOLUTIONS

Delegate Morrissey, secretary of the committee, reported as follows:

RESOLUTION No. 10

United States Aid to Great Britain

Whereas, Members of this International have left their homes and all they hold dear to help defend, on the field of battle, the principles of democracy of which the British Empire and the United States of America are the greatest and almost the last, exponents, and that many others of the membership stand ready to follow their lead or to support them in other essential spheres; and

Whereas, The aim of the totalitarian states is the destruction of democracy, the abolition of trade unions and their leaders, and the total extinction of the principles for which they stand; and

Whereas, It is of the utmost and most vital importance that every effort be made to strengthen and support North America's first line of defense which now is England: therefore be it

Resolved, That this International Union, in convention assembled go on record as supporting the fight being waged by the British Empire, and do all in its power to influence the Government of the United States of America to supply, speedily, all armaments, materials and supplies necessary to insure the ultimate success of the said British Empire, thus perpetuating the principles of democracy and trade unionism and making secure the right of free peoples to determine the conditions under which they shall live and work, and the crushing—utterly—of all those influences, together with their evil sponsors, which would condemn us to slavery and degradation.

Submitted by M. H. Nicols on behalf of Locals 670, 488, 668 and 647.

Your committee recommends concurrence in the resolution insofar as its aims and intentions are expressed therein, but it recommends that there be added the following: That such aid to England by this country shall

conform to the expressed policies of the American Federation of Labor.

The recommendation of the committee was unanimously adopted.

RESOLUTION No. 22

Patrick J. Corcoran

Whereas, Patrick J. Corcoran was a member of the Milk Drivers and Dairy Employees Union, Local 471 of Minneapolis, secretary-treasurer of Joint Council No. 32 and a special organizer for the Executive Council of our International Union; and

Whereas, Brother Corcoran was murdered because of organizing activity on November 17, 1937; and

Whereas, The murderer has not been apprehended and still is at large: Therefore be it

Resolved, That our International Union here assembled, express our deepest sorrow for his death; that we always remain alert against such anti-labor tactics and that we continue our search for the murderer of our beloved brother.

GEORGE BERGQUIST,
MARTIN RASMUSSEN,
THOMAS AMMERMAN,
CONRAD ORDEMANN,
ERNEST DONAGHUE,

Delegates of Local 471.

Your committee concurs in the resolution and recommends its adoption.

The recommendation of the committee was unanimously adopted.

RESOLUTION No. 18

**Resident Organizers for Provinces of Ontario and
Quebec Suggested**

Whereas, The membership of this International Union in Canada, especially in the Provinces of Ontario and

Quebec, is in need of assistance and guidance if it is to succeed in any great measure, it being in the process of development; and

Whereas, Labor legislation and the general situation of labor unions is materially different in Canada from that prevailing in the United States of America; and

Whereas, The General Organizers of this International Union have a great deal of work attending to their duties in the United States and at times when they might be urgently needed, would not be available to deal with some important situation that might present itself; and

Whereas, The situation prevailing is such that if an official of this International were available for the Provinces of Ontario and Quebec, the membership of this International would be numerically increased and at the same time the existing membership would be strengthened; and

Whereas, This International is one of those few International Unions who have not as yet appointed an International Representative resident in Canada who could look after the interests of the Canadian and International members: Therefore be it

Resolved, That the General President and the General Executive Board of this International, at their earliest convenience possible, consider and decide upon the advisability and necessity of appointing a resident organizer for the Provinces of Ontario and Quebec.

Submitted by M. H. Nicols, Local 670.

Your committee concurs in this resolution and refers it to the incoming Executive Board.

The report of the committee was unanimously adopted.

RESOLUTION No. 19

Urging Inauguration of a Nationwide Have-It-Delivered Campaign

Whereas, There is an ever increasing tendency on the part of retail establishments, particularly national mer-

chandising and chain-store organizations, to feature cash-and-carry services, thus taking away employment from many men who would be employed in the delivering and warehousing of these products; and

Whereas, This system of distribution is a very present menace to our general membership, having already thrown out of employment thousands of union drivers and warehousemen: Now therefore be it

Resolved, By the delegates whose names appear herewith, that we request our International Union to inaugurate a nationwide "Have it delivered" campaign, stressing to the public through newspapers, magazines, radio, and other means of publicity, the menace to employment and national buying power being brought about by the cash-and-carry system of distribution.

A resolution having been introduced to our International Convention by Local Union 353 calling for a nationwide "Have it delivered" campaign, the following delegates concur in said resolution and urge its adoption:

Wm. E. Ritchey, Local 223, Portland, Oreg.
C. A. North, Local 313, Tacoma, Wash.
Jay Arney, Local 378, Olympia, Wash.
E. W. Patterson, Local 57, Eugene, Oreg.
C. W. Williams, Local 501, Vancouver, B. C., Can.
W. M. Balaam, Local 305, Portland, Oreg.
Walter Worrall, Local 324, Salem, Oreg.
Chas. H. Jewell, Local 231, Bellingham, Wash.
Wm. O'Connell, Local 206, Portland, Oreg.
M. E. Steele, Local 499, Portland, Oreg.
Chas. V. Grubb, Local 58, Kelso, Wash.
Paul E. Roth, Local 305, Portland, Oreg.
Jae Ruosch, Local 66, Seattle, Wash.
Herb. Metke, Local 882, Seattle, Wash.
J. J. Rohan, Local 882, Seattle, Wash.
R. O. Reinertsen, Local 882, Seattle, Wash.
Harry Miniken, Local 174, Seattle, Wash.
Silver Vitro, Local 174, Seattle, Wash.
Al Gouder, Local 174, Seattle, Wash.

C. S. Erickson, Local 174, Seattle, Wash.
 Jas. Ballew, Local 38, Everett, Wash.
 Frank Donovan, Local 38, Everett, Wash.
 G. I. Barnhart, Local 117, Seattle, Wash.
 H. V. Olson, Local 162, Portland, Oreg.
 Walter L. Payne, Local 162, Portland, Oreg.
 Alex. Linn, Local 162, Portland, Oreg.
 C. C. Smith, Local 150, Sacramento, Calif.
 E. W. Christal, Local 452, Denver, Colo.
 Paul J. Ashcroft, Local 537, Denver, Colo.
 Harry Schwartz, Local 208, Los Angeles, Calif.
 Jack Fuller, Local 305, Portland, Oreg.
 George I. Salvo, Local 137, Marysville, Calif.
 Silvio Gianini, Local 310, San Francisco, Calif.
 W. R. Otto, Local 278, San Francisco, Calif.
 C. V. McCoy, Local 524, Yakima, Wash.
 Sam S. D. Moss, Local 353, Seattle, Wash.
 W. C. Milton, Local 174, Seattle, Wash.
 F. F. Lapham, Local 467, San Bernardino, Calif.
 A. L. Bradley, Local 928, Los Angeles, Calif.
 Paul J. Smith, Local 192, Seattle, Wash.
 Ray L. Monast, Local 353, Seattle, Wash.
 D. J. Belanger, Local 208, Los Angeles, Calif.
 Chas. B. Copperman, Local 898, El Centro, Calif.
 George F. Leonard, Local 93, Los Angeles, Calif.
 Vern H. Cannon, Local 93, Los Angeles, Calif.
 H. D. Underwood, Local 381, Santa Maria, Calif.
 Paul Fuhrer, Local 432, Oakland, Calif.
 A. J. Capurro, Local 432, Oakland, Calif.
 Fred J. Meyer, Local 256, San Francisco, Calif.
 L. W. McCabe, Local 234, Sacramento, Calif.
 H. A. Macdonald, Local 431, Fresno, Calif.
 H. H. Smith, Local 431, Fresno, Calif.
 George O. Prescott, Local 208, Los Angeles, Calif.
 E. K. Berg, Local 206, Portland, Oreg.
 J. L. Porritt, Local 208, Los Angeles, Calif.
 P. C. Heffner, Local 208, Los Angeles, Calif.
 Lloyd Greger, Local 231, Bellingham, Wash.

Harlan Jones, Local 38, Everett, Wash.
H. G. Johnston, Local 524, Yakima, Wash.
Neil Pendley, Local 589, Port Angeles, Wash.
Kenna Hatfield, Local 66, Seattle, Wash.
L. M. Smith, Local 683, San Diego, Calif.
A. D. Pettingill, Local 684, Eureka, Calif.
Geo. C. Mathieson, Local 38, Everett, Wash.
R. G. O'Neel, Local 386, Modesto, Calif.
W. J. Kiser, Local 386, Modesto, Calif.
Russell W. Powell, Local 150, Sacramento, Calif.
J. R. Onstott, Local 566, Seattle, Wash.
Chas. G. Gregoire, Local 334, Spokane, Wash.
E. R. Rose, Local 690, Spokane, Wash.
A. J. Ruhl, Local 690, Spokane, Wash.
L. W. Owen, Local 630, Los Angeles, Calif.
H. D. Grant, Local 310, Tucson, Ariz.
Wm. L. Stratton, Local 274, Phoenix, Ariz.
C. W. Galipeau, Local 551, Wallace, Idaho.
J. H. Chrisman, Local 137, Marysville, Calif.
Joe Maroney, Local 610, San Francisco, Calif.
John C. Healy, Local 921, San Francisco, Calif.
Roy J. Welfringer, Local 567, Tacoma, Wash.
C. Washburn, Local 572, San Pedro, Calif.
B. Culpepper, Local 572, Long Beach, Calif.
G. C. Baldwin, Local 943, Colorado Springs, Colo.
G. L. Vance, Local 255, Portland, Oreg.
R. Seltzes, Local 572, Long Beach, Calif.
Lew Cornelius, Local 162, Portland, Oreg.
D. A. Sutherland, Local 162, Portland, Oreg.
Ed. Bedford, Local 313, Tacoma, Wash.
Jack Schlaht, Local 162, Portland, Oreg.

Your committee concurs in this resolution and refers it to the incoming Executive Board to call upon all Locals and Joint Councils, through the medium of the International magazine, to support this action.

The report of the committee was unanimously adopted.

RESOLUTION No. 20

**Tax Paid by Canadian Local Unions to Be Deposited
in a Canadian Bank**

Secretary Morrissey: This is one of those resolutions of the type described yesterday, where there are several resolutions of a similar nature. In this particular instance there happened to be two, so the Committee on Resolutions has combined Resolution No. 7 with Resolution No. 20, because they are identical.

Resolution No. 20 is as follows:

Whereas, The Dominion of Canada as part of the Commonwealth of British Nations is now at war with the German Reich; and

Whereas, It is necessary for the ultimate victory of the British Empire that every effort be made to conserve all the resources of the nation, and one of these is to keep all our funds in the Empire: therefore be it

Resolved, That Joint Council No. 36 hereby petitions General President D. J. Tobin and General Secretary-Treasurer T. L. Hughes to make the necessary arrangements that all tax paid into the International Brotherhood of Teamsters, etc., by the Local Unions affiliated in Canada, be deposited in a Canadian bank to the credit of our International Union for the duration of the war.

The proponents of this resolution appeared before the committee, in conjunction with the General Secretary-Treasurer, and an agreement was reached whereby the committee would concur in this resolution and the resolution would be referred to the General Secretary-Treasurer.

That is the recommendation of the committee.

The recommendation of the committee was adopted by unanimous vote.

RESOLUTION No. 24

Opposing Concentration of Government Awards

Whereas, It is the obligation of all good citizens and of the Government of our United States to provide a max-

imum of security against the infringement of our welfare and safety; and

Whereas, These privileges are rapidly becoming involved in the situations abroad; and

Whereas, These situations and their consequent menace are not confined to the Atlantic, but appear also on our other borders; and

Whereas, Good judgment and foresight point out the urgency of providing a supply of labor, trained in producing the requirements necessary to our security, and also of providing plant facilities therefor, at strategic points sufficiently distributed to furnish the supplies with a minimum of risk of destruction in large units and in whatever quarter required; and further

Whereas, There has for years existed a condition of unemployment not only in specific areas, but all over the United States, both in the ranks of union labor as well as among the unorganized: Now therefore be it

Resolved, That this International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America in meeting assembled at Washington, D. C., this 11th day of September, 1940, does hereby oppose the concentration of Government awards to be manufactured in single large plants or areas, to the exclusion and detriment alike of employes and employers in other areas, and, be it

Resolved, On the contrary, that it does approve and endorse the principle of allocating to the greatest practicable extent, purchases in those areas nearest to and in volume proportionate to the final consumption; and be it further

Resolved, That these contracts be granted only to firms operating under union conditions.

T. P. WHITE, No. 860.

K. M. GRIFFIN, No. 241.

PAUL E. BURG, No. 315.

Your committee non-concurs in this resolution.

A motion was made and seconded to adopt the committee's report.

Delegate Thomas P. White, Local 860, spoke in support of the resolution and said it had been presented to the convention, first, for the purpose of eliminating the allocating of large orders under Government specification to restricted areas, such as the South, or to other highly developed centers, to the exclusion of the manufacture of the needed commodities in those districts where the commodities might be used. He referred in particular to a contract awarded within the past week for 1,000,000 pairs of Army shoes and pointed out that under the existing requirements no part of this order could be filled in cities on the Pacific Coast, in other words, that the order was confined to one area.

Delegate Levigne, Local 653, said that he came from the City of Boston, Mass., and that, contrary to the statement made by Delegate White, these orders for Army shoes were being broken down so that the smaller manufacturers could be in on the Army bid.

The motion to adopt the committee's report, which recommended non-concurrence in the resolution, was defeated.

Delegate White, Local 860, moved the adoption of the Resolution No. 24.

The motion was seconded and carried by unanimous vote.

RESOLUTION No. 26

Picketing Ordinance in Cumberland, Md.

Whereas, The City of Cumberland, Md., has an ordinance forbidding a Local Union to picket any establishment where there are no members of the union; and

Whereas, This ordinance is unconstitutional; and

Whereas, Local 453 is not in a position to force the city to revoke this ordinance: Therefore be it

Resolved, That a representative of the International Union be given power to take whatever action is necessary to have this ordinance revoked.

Presented by Local No. 453, Cumberland, Md.

Charles E. Bramble, President,

C. E. Stutzman, Secretary.

Teamsters Joint Council No. 62,

Harry Cohen, President.

Milk Drivers & Dairy Employes, Local 937,

Maurice Solomon.

Bakery Drivers & Salesmen, Local 622,

William H. Hundertmark, President.

Thomas J. Healy, Local 557.

Your committee non-concurs in this resolution and advises that the proponents of the resolution submit it to the State Federation of Labor of Maryland.

The report of the committee was unanimously adopted.

RESOLUTION No. 28

Urging Establishment of A. F. of L. Office in the Los Angeles Area

Whereas, In the area of Los Angeles, there are at present a great number of unorganized people who could be made members of organized labor with very little effort; and

Whereas, There exist no proper facilities in the Los Angeles area for the proper coordination of any new organizational activities; and

Whereas, This has resulted in a stand-still in the work which can and must be done in the Los Angeles area to bring about the organizing of these now unorganized workers to the end that this situation which is a detriment to the labor movement as a whole and to our own International Union in particular be cleared up; and

Whereas, This is a fertile field for both C. I. O. and antagonistic employer groups, thereby endangering the

labor movement in its entirety, and for that reason this situation must be cleared up: therefore be it

Resolved, That the International Brotherhood of Teamsters in meeting assembled, this fourth day of September, 1940, do hereby request that the American Federation of Labor take whatever steps may be necessary to establish and maintain a full and complete office in the Los Angeles area. Further, that this office be maintained for the common good of all concerned in the labor movement; and further be it

Resolved, That copies of this resolution be sent to the American Federation of Labor and to the International Brotherhood of Teamsters, and that all Local Unions urge the adoption of this resolution in their joint councils, central labor bodies and other affiliated councils.

JACK ESTABROOK, Loc. 206,
K. M. GRIFFIN, Loc. 241,
PAUL E. BURG, Loc. 315,
T. P. WHITE, Loc. 860.

Your committee concurs in this resolution and refers it to the incoming Executive Board.

The report of the committee was unanimously adopted.

Delegate Frank, Local 584, asked for an explanation as to why resolutions were not reported upon in proper numerical order.

Delegate Morrissey, secretary of the committee, explained that this came about because certain persons interested in these resolutions had asked permission to appear before the Resolutions Committee when they were being considered.

Delegate Hibbets, Local 584, asked if those who had submitted resolutions would be privileged to appear before the Resolutions Committee when others interested in the same resolutions were making their arguments before the committee.

Chairman McLaughlin replied that that had always been the procedure, and Secretary Morrissey, of the com-

mittee, stated that the committee would be glad to listen to any delegate interested in any particular resolution.

RESOLUTION No. 29

**Urging Complete Organization of Produce
Industry Employes**

Whereas, Within the broad jurisdiction of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, there is included those employed as drivers and helpers in the produce industry; and

Whereas, Wages and conditions in general are very poor in this industry; and

Whereas, To bring about thorough organization of these workers it is necessary that the larger metropolitan centers give their support and cooperation: Now therefore be it

Resolved, That this Fourteenth Quinquennial Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, in convention assembled, in Washington, D. C., the 12th day of September, 1940, request that all local unions chartered under the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, give their fullest cooperation and support to those of our organizations engaged in dealing with the produce industry towards the end that the workers in this industry may become members of our International Union and receive the benefits not enjoyed by those already organized; be it further

Resolved, That our local unions pledge themselves to take economic action against any special brand of produce properly placed on the unfair list of the Teamsters' Union; and be it further

Resolved, That the metropolitan centers where the produce industry is organized give all possible aid and assistance to bringing about complete organization of

this industry within the jurisdiction of our International Union.

E. W. CRISTAL, Local 452.
ALBERT A. MARTY, Local 150.
CHAS. B. COPPERMAN, Local 898.
ADOLPH KRAMER, Local 195.
LEE OWENS, Local 630.

Your committee concurs in this resolution.

The report of the committee was unanimously adopted.

Committee Secretary Morrissey: Mr. Chairman, that concludes for the time being the report of your Resolutions Committee. If anybody in the audience is interested in any of the resolutions that have not come before the convention up to the present time, we urge you now to come to the rear of the stage, where the committee will hold forth for the next hour.

REPORT OF CONSTITUTION COMMITTEE (Continued)

Delegate Lyons, secretary of the committee, continued the report as follows:

Expenses of Delegates

SEC. 4. Each local union shall pay the expenses of its delegates to the *International* convention.

Secretary Lyons: Mr. Chairman, the committee moves the adoption of the section as read.

The report of the committee was unanimously adopted.

Election of Delegates and Alternates

SEC. 5. All delegates to the International convention shall be elected at the first regular meeting in July preceding the convention, or as soon thereafter as possible. The local union shall, at the time of electing delegates, elect also an alternate to serve in case of disability of the regularly elected delegate. Each delegate or alternate must be an active member working at the craft. This,

however, must not be construed so as to bar the election of salaried officers of local unions or officers of the International Union. All International officers and organizers who have worked continuously for one year or more shall be entitled to all the privileges of regularly credentialed delegates.

Secretary Lyons: Mr. Chairman, the committee moves adoption of the section as read.

The motion was seconded and carried.

Chairman McLaughlin: That includes, I take it, men who may be working for the labor movement as well as for our own International organization, men working for the central labor bodies or state federations of labor, would be included in that section.

Secretary Lyons continued the report, as follows:

Credentials

SEC. 6. (a). The recording secretary of each local union shall, immediately after the election of delegates, forward their names to the General Secretary-Treasurer, who shall publish a list of delegates. Each delegate shall present *his* credentials, properly signed by the president and recording secretary, *and* the seal of the local union *shall be impressed thereon. He shall also present his membership card, establishing that he is a member in good standing and entitled to a seat in the convention.*

(b). All credentials must be in the General Office thirty (30) days prior to *the* opening of *the* convention.

Secretary Lyons: Mr. Chairman, the committee moves the adoption of this section as read.

The motion was seconded and carried by unanimous vote.

Committee on Credentials

SEC. 7. (a). The General President shall, on or before September 1, preceding each convention, appoint from the delegates-elect a committee of five, no two from any one state or province, to act as a committee on credentials. Said committee shall meet at the place of hold-

ing the convention three days prior to the opening of the convention. The General President and General Secretary-Treasurer shall be members of said committee. To this committee shall be referred all credentials. This committee shall have *its* report in writing ready for the convention when it opens.

(b). Said committee of five shall receive as compensation for the extra three days' service the same remuneration for services as is paid to the *General* Executive Board members and organizers, including regular hotel expenses.

Secretary Lyons: There is no change in this section, and the committee recommends the adoption of the section as read.

The recommendation of the committee was unanimously adopted.

Amendments to Constitution; Resolutions

SEC. 8. Prior to each convention, local unions, members in good standing, or the general officers shall have the right to send to the General President of the International Union proposed amendments or additions to the Constitution, or resolutions, which shall be submitted to the Committee on Constitution when it meets. This shall not deprive delegates to the convention of their right to propose amendments or additions to the Constitution, or to submit resolutions during the sessions of the convention, *in accordance with rules governing the convention.*

Secretary Lyons: To this section the committee has added the following, which is not included in the printed report of the committee:

"Amendments to the Constitution shall be adopted by a two-thirds vote of the delegates present in convention assembled."

The committee moves the adoption of the section as read, with this addition to the printed recommendation.

The motion was seconded.

Delegate Gydesen, Local 546, offered an amendment

to this section, providing that the President appoint a Resolutions Committee to meet three days prior to the convening of the convention, this committee to consider resolutions submitted up to that time, in order to expedite the work of the convention.

The amendment was seconded.

Secretary Lyons: The amendment the brother proposes is out of order, because it does not come within the scope of what the Constitution Committee is reporting on now. As you recall, the section under discussion provides that amendments to the Constitution shall be adopted by two-thirds vote of the delegates present in convention assembled. That is in the present Constitution. If you want to amend this Constitution you should have sent a resolution to the Committee on Resolutions, so that the committee then could act on it.

Chairman McLaughlin: It is too late for the introduction of such an amendment now. The reason for the brother's amendment was that he wanted to expedite handling matters of the convention, but the matter he proposes is out of order at this particular moment. The Chair will so rule.

Delegate Fitchie, Local 753: We are attempting in this amendment to make it three members, and the President might choose seven members when the convention convenes, and the three could not control the decision.

The motion to adopt the committee's report on this section was carried by unanimous vote.

Quorum

SEC. 9. A quorum shall consist of a majority of the delegates seated in the convention.

Secretary Lyons: The committee moves the adoption of the section as read.

The motion was seconded and carried.

Article IV

Officers, Delegates and Elections

International Officers

SEC. 1. (a). The officers of the International Brotherhood shall consist of a General President, General Secretary-Treasurer, *nine* Vice Presidents, and three Trustees. The General President, *nine* Vice Presidents and *General* Secretary-Treasurer shall constitute the General Executive Board.

Vice Presidents shall be known as first, second, third, etc., in accordance with the date of their election.

(b). Not more than two officers from any one city can be elected to hold a position entitling him to a seat on the General Executive Board. The officers of the International Union shall *as near as practicable* be uniformly distributed throughout the entire country.

Secretary Lyons moved the adoption of the section as read.

The motion was seconded and carried by unanimous vote.

Election of Officers and Delegates

SEC. 2. The election shall be *in charge* of a Committee on Rules appointed by the President of the convention, and all officers shall be installed on the last day of the convention and assume their official duties on December 1, following the adjournment of the convention. All nominations for International officers shall be made in open convention and elections shall be by roll call *where there is more than one candidate for any office*. It shall require a majority of all votes cast to constitute an election; at every unsuccessful ballot the candidate receiving the lowest number of votes shall be dropped until an election takes place. This shall not apply to Trustees or American Federation of Labor delegates, *but in their election each* delegate shall be entitled to vote for three candidates for Trustees and the number of American Federation of

Labor delegates decided upon by the convention, and the candidates receiving the highest number of votes shall be declared elected.

Secretary Lyons: Mr. Chairman, the committee moves the adoption of this section as read.

The motion was seconded and carried by unanimous vote.

Delegates to Conventions of American Federation of Labor; Reports; Expenses; Unit Rule

SEC. 3. (a). At each convention of International Brotherhood of Teamsters, Chauffeurs, *Warehousemen*, and Helpers, there shall be elected as many delegates to the American Federation of Labor conventions as the membership of the International Union permits. Said delegates shall make a full report of said convention to the General Executive Board in writing; *and* to the general membership through the official Journal within sixty (60) days.

(b). The expenses of the above delegates shall be paid by the International Union, the amount to be determined by the General Executive Board, with fare to and from the convention and no longer time shall be consumed than is necessary to make the trip. The General President and General Secretary-Treasurer shall act as delegates to the convention of the American Federation of Labor by virtue of their offices.

(c). The unit rule shall prevail in all votes *cast* amongst the delegates representing the International at the American Federation of Labor and department conventions.

Secretary Lyons: Mr. Chairman, the committee moves adoption of this section as read.

The motion was seconded and carried by unanimous vote.

Article V

Officers, Salaries and Expenses

SEC. 17.

1. (a.) *The salary of the General President shall be _____ per year; the salary of the General Secretary-Treasurer shall be _____ per year.*

(b). In the event that the General President or General Secretary-Treasurer are compelled to leave their office for any reason of health, they *shall* be continued as advisors to the organization and their remuneration *shall* be the same as set forth in the Constitution.

(c). The Vice Presidents and three Trustees shall receive the same *salary* as organizers while working under orders from the General President.

(d). The organizers shall receive _____ per year while working under orders from the General President. All executive officers, organizers and others working outside of their home city, or when traveling in the interest of the organization, shall receive their fare in addition to the above named sum to and from their destination, and in addition shall receive a sum not to exceed \$12 per day for hotel expenses.

(e). The General President, General Secretary-Treasurer, organizers and other executive officers of the International shall be allowed \$5 per day for incidental expenses. All special organizers' salaries and expenses shall be determined by the General President, subject to the approval of the General Executive Board.

(f). All salaries shall be determined by the convention prior to election of officers.

Secretary Lyons: At this time I want to bring to the attention of the delegates present that your Committee on Constitution has been in receipt of a resolution which was sent to us by the Resolutions Committee. I am going to read that resolution to this convention, which is as follows:

Whereas, Our organization has been, since the last

convention, increased to a membership of approximately half a million, and the problems confronting the officers and the responsibilities placed upon them have increased in corresponding extent and complexity, and these manifold problems and responsibilities will continue to increase in the future; and

Whereas, The undersigned delegates to the Fourteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, desiring to give due expression of our own gratification and the gratification of our membership with the splendid work and accomplishments of our officers for the splendid growth of our organization and its great success in becoming the largest International Union on the American continent, and in procuring tremendous advancement in wages, hours and working conditions for our members: therefore be it

Resolved, That for the ensuing five years the salary of the General President shall be Thirty Thousand Dollars (\$30,000) per year; the salary of the Secretary-Treasurer shall be Thirty Thousand Dollars (\$30,000) per year; the salary of General Organizers shall be Fifteen Thousand Dollars (\$15,000) per year; the salary of Special Organizers shall be determined by the General President, with the approval of the General Executive Board; and be it further

Resolved, That there be created an office of Assistant to the General President, who shall be appointed by the General President, and who shall receive a salary for the term of his appointment of Twenty Thousand Dollars (\$20,000) per year; and be it further

Resolved, That the existing Constitution be amended to conform to the foregoing resolution.

JOHN J. O'BRIEN.
DANIEL J. MURPHY.
LAWRENCE J. CANRIE.
THOS. J. LYONS.

EDWARD CUMBOCH.
JOHN M. SULLIVAN,
Local 25.
SCOTT F. MARSHALL,
Local 249.
MILTON DOLL.
BENNIE C. MAZAN.
R. J. BENNETT.
C. G. FITZPATRICK,
Local 170.
JOHN O. ROURKE,
Local 282.
FRANK W. BREWSTER,
Local 174.
NICHOLAS P. MORRISSEY,
Local 25.

Mr. Chairman, the Committee on Constitution moves that the resolution as read be adopted and the salaries be incorporated in the Constitution Committee's report. I move its adoption.

The motion was seconded.

Vice President McLaughlin: Those in favor will rise and remain standing until counted, if it is possible for us to do so.

The delegates will be seated. If this must be carried by a two-thirds vote, the Chair will suggest that we have a roll call on the question.

Delegate Lester, Local 33: Is there such a thing as debate on the question before we vote?

Chairman McLaughlin: I asked for the question and nobody arose.

Delegate Lester, Local 33: I rose at that time and I wasn't recognized. I wish now to endeavor to save the time of the convention, which would be absolutely lost. It is perfectly apparent that the overwhelming majority of this convention wishes the adoption of that resolution and I think that we can devise some means of ascertain-

ing the real desire of this convention without the time thrown into the waste basket which an unnecessary roll call would require.

Chairman McLaughlin: How do you propose to determine it, Brother Lester—by debate?

Delegate Lester: Not necessarily by debate. I believe if we can have a vote properly put at this time that the convention itself will make its will known in a clear and unmistakable voice and without a roll call. As I understand our present Constitution, it does not necessitate a roll call to accomplish this vote.

Chairman McLaughlin: That is questionable.

President Tobin: Mr. Chairman, personally it does not make any difference to me what you do with this thing, but whatever you do we have got to answer for, and I am the one who will have to answer before the public eye. Newspaper men can put nails in the cross of the President of your General organization. I don't want any such thing as any newspaper man to be given an opportunity to say that something was railroaded through this convention.

My opinion is, in order to be sure that you comply with the Constitution, that you should have every man on record, not only for the protection of the International officers but for the purpose of having every Local know how their people voted. A sacrifice of one hour is not as important as what will result after this convention adjourns for the next five years.

I repeat the proper thing for you to do now is to have a roll call. Every one knows what it means. There is not much necessity of discussing it unlimitedly. They ask you to raise the salaries of all your officers. Now if you want to separate them, that is another question. The resolution calls for the raise of salaries of all officers and organizers. Now whether you want to do that or not, you know what it is.

My judgment is that you should do this by an immaculate record, by roll call, because let me say this to you,

that Local Unions today determine the men that are sent in here, and your membership is liable to question the legality of your proceedings in court unless you know what you are doing. I personally would like to have a record for the protection of the International Union.

Chairman McLaughlin: A roll call has been asked for. If there is no objection, the Secretary will proceed to call the roll.

A delegate raised a point of order as to whether the increases in salaries would mean an increase in the per capita tax.

President Tobin: The question of increasing your tax comes up afterwards. You can do as you like with that, too, but we must have all these important questions of an official record.

The delegates will take their seats, please. I would like to ask a favor of this organization, and the favor is that both myself and the Secretary-Treasurer be excused from voting unless it is a tie vote. We don't like to vote on this question. Is there any objection to that procedure? Hearing none, it is so ordered.

ROLL CALL VOTE ON OFFICERS' SALARIES

The Secretary proceeded to call the roll of delegates, and after the calling had proceeded for a time a delegate raised the point of order that an accurate vote could not be had in the manner that the roll call was being answered, and asked that the Chair have the delegates stand as their names were called and answer yes or no, so they would be properly on the record.

President Tobin: Does the delegate know of anybody that has said yes or no and he wasn't the real person?

A Delegate: No, but what I am referring to, I don't see how they can be heard up there when we can't hear them here.

President Tobin: Remember this, every statement that you make becomes a part of the record. You are insinuating, and I am asking you if you have any evidence.

You are insinuating as to the accuracy or honesty or the correctness of the vote, that there are men voting and we don't know how they are voting. We do know how they are voting. Have you any proof to the contrary?

A Delegate: No.

President Tobin: Well, then, please sit down.

Let me make this statement for the benefit of the record and for the newspaper men who are here, whom you seem to forget, that any man who is found voting somebody else's name, if that person is not the proper person and we find it to be so, that individual will be expelled from the convention.

Your rules say, the rules that you have adopted say that any man intimidating or threatening or forcing or unnecessarily encouraging a delegate to vote some way he wants him to vote, if we find such a condition, that man will have to leave the hall. Proceed.

The Secretary proceeded with the calling of the roll.

At the conclusion of the calling of the roll, opportunity was given delegates whose names had not been called or delegates who were engaged on committee work to register their votes.

The result of the roll call vote, as announced by the tellers, was as follows:

VOTING YES

First Vice President, Michael Cashal.
Second Vice President, John McLaughlin.
Third Vice President, Leslie Goudie.
Fourth Vice President, John Geary.
Fifth Vice President, Daniel Murphy.
Sixth Vice President, John Conlin.
Seventh Vice President, Thomas Farrell.
Trustee, Nathaniel Lannan.
Trustee, Milton Doll.
Trustee, John O'Brien.
Organizer, John Gillespie.
Organizer, P. Harry Jennings.
Organizer, Dave Beck.

Organizer, Thomas P. O'Brien.
 Organizer, Henry Burger.
 Organizer, William Conboy.
 Organizer, Fred Tobin.
 Organizer, Frank D. Brown.
 Organizer, John Picago.
 Organizer, John F. English.
 Organizer, Edward Murphy.
 Organizer, Joseph Casey.
 Organizer, Frank Prohl.

Local No.

- 7: M. T. Cripe.
- 13: R. R. Keigley, John Salter, F. H. Salter.
- 15: Martin O. Crouse.
- 18: W. T. Scott.
- 19: H. L. Woxberg.
- 20: Harry W. Card, Charles Bunker, Edward Sullinger,
 Wesley Meinke.
- 25: John M. Sullivan, Nicholas P. Morrissey, Timothy J.
 Harrington, Thomas F. Tighe, Augustine E. Eagan,
 John T. Mahoney, Andrew D'Ambrosio, Michael
 Norton, Edward T. Jenkins, Nathan Higgins.
- 26: Elmer E. Wagner.
- 27: James Rinaldo, Joseph Parisi.
- 30: Seneca Cavalier.
- 33: Robert L. Lester, James L. Considine.
- 37: Edward J. Slater.
- 38: James H. Ballew.
- 41: O. B. Enloe, Floyd R. Hayes, W. H. Hollingsworth,
 T. T. Neal, Frank McGuyre.
- 44: William Lamberton, Wm. Rea, Gordon Lindsay,
 Perry Gardner.
- 51: Samuel L. Hurst, Thomas J. Briglia, Edward Elliott,
 William R. Hunter.
- 54: Charles A. Coakwell.
- 57: E. W. Patterson.
- 58: Charles V. Grubb.
- 59: Joseph Camara, S. P. Jason.
- 61: Frank M. Werner.
- 64: Paul Hanoian.
- 66: Eric G. Ratchiffe, Kenna Hatfield.
- 68: Michael J. Sullivan.
- 70: Charles W. Real.
- 71: H. W. Houston.
- 76: C. A. Wright.

Local No.

- 78: Robert S. Ash, C. J. Grant.
- 82: Charles A. Armstrong.
- 85: William McLaughlin, Philip Gallagher, Thomas Burke, Lawrence Fitzgerald, Peter Andrade, Allan Cameron, John Flynn, Elo Wilon.
- 89: Emmett Tillut, Patrick Ansboury, George H. Canter.
- 92: Tom Oakes.
- 93: Frank T. Baldwin, Einar O. Mohn.
- 98: Harry Even, Fred Mangold, Frank Faller, Ed. Dulli, Ed. Ulm, Ed. Benken.
- 100: Charles Farrell, Louis Pittinger, William Brumback, Lawrence Branham, Edward Harris, George Schrantz, Joseph Platenkamp, James Finley, Joseph Kemper.
- 103: Austin Robinson.
- 105: William Amrhein.
- 106: Charles L. Yoder.
- 107: Joseph Grace, Edward Crumbock, Walter Crawford, Robert Hill, John Fisher, Raymond Cohen, James Murphy, Joseph Billington, William Kelleher, William Binkowski, Raymond Kelly.
- 108: Joseph Ferguson.
- 114: James Pierce, Edward Osterman.
- 117: W. L. Glazier, Fred Bowen, Glen Barnhart, M. K. Anderson, Lyle Burbridge.
- 120: Arthur F. Hudson, Stanley Olson.
- 128: George F. Schmitt, Daniel DeGregory, Humbert Frandon, Anthony Pascarella.
- 135: Russell T. Houze, Emmett J. Williams, Raymond Friestuhler, Robert Miller, Jack Stewart, Floyd Knoy, Robert McClain.
- 137: George T. Salvo.
- 138: John Mastiano, Philip Wachtel, Stanley Frank, Joseph Levine, Charles Osterberg, Abe Feller.
- 140: Richard Herrold.
- 141: Otto L. Morehouse.
- 142: Fred F. Schutz, Michael Sawochka.
- 144: D. B. Evans.
- 146: O. E. McGuire.
- 148: J. F. Donovan.
- 149: William Welsh.
- 150: George W. Stokel, Albert A. Marty, Ray A. Flint, John A. Mack.
- 152: Albert Knight.

Local No.

- 155: A. V. Herzog.
- 156: Charles A. Pirolli, Isaac H. Blum, John Chadwick,
Daniel P. Hennessey.
- 158: Harry R. Mitchell.
- 161: L. Davidson.
- 162: Willis Mayo, Jack Schlaht, George Grischow, Alex
Linn, Walter Payne, William J. McDermott, Jack
Noyer, H. V. Olson.
- 163: C. O. Nichols.
- 164: James M. Nisonger.
- 168: Nate Hurwitz.
- 170: Thomas J. Enwright, Chester G. Fitzpatrick, Leon-
ard A. Ryan.
- 172: John Graber.
- 174: F. W. Brewster, Nugent LaPoma, C. Louis Erickson,
Joe Francis, Denny O'Donnell, Allan C. Crowder,
Silver Vitro, Lewis F. Shaw, Thomas Leo, Harry
Miniken, Walter C. Milton.
- 175: E. A. Carter, Frank A. Rebham.
- 177: Fred DuPont.
- 180: Bert Cook.
- 181: G. F. Weizenecker, Fred Bertrand.
- 182: Rocco F. DePerno, Harold K. Ulrich, Carmen J.
Citro.
- 184: Harry H. Hart.
- 187: Stultz.
- 191: Thomas F. Murphy, J. P. Murphy.
- 192: Paul J. Smith.
- 194: George Hagman, Fred Westphal, John Devine,
Charles Piekema.
- 195: Adolph Kramer.
- 197: John M. Lenzian.
- 200: Joseph Scislowski, William Nagorsne, Edward C.
Riley.
- 202: Joseph G. Papa, Frank V. Smith, James Burke,
Vincent Ristuccia, Nicholas DeStefano.
- 205: Albert Dietrich, Charles DeRenzo, Harry A. Tevis,
Andrew Young, Roger Williams, Joseph Kiefer,
Clyde Sorby.
- 206: J. W. Estabrook, William O'Connell.
- 207: Richard Owings Jackson.
- 208: Al Pitts, E. Rex Smith, Dewey Copelan, George
Prescott, William H. Lithgow, David J. Belanger,

Local No.

- Harry Schwartz, Dexter L. Lewis, James L. Porritt,
P. C. Heffner.
- 211: Alvie C. Emerick.
214: Charles O'Day.
215: Michael J. Angel.
216: M. T. Hernon, F. F. Ashton, J. R. Gerhart.
218: Gordon R. Hathaway.
219: R. L. Voorhees.
221: Lynn Earenfight.
222: Fullmer H. Latter.
223: William E. Ritchey.
225: John M. Murphy.
226: Fred J. Wettstein, Eddie J. Dennis.
227: J. D. McEwen, Chas. F. Ulrich.
229: Orville C. Skelton, Donald Richards.
231: Lloyd G. Greger, Arthur J. Hobbs, Charles H.
Jewell.
234: L. W. McCabe.
235: Lawrence V. Gaughran.
241: Kenneth M. Griffin.
243: Frank Singer, Stephen Stasko.
244: William L. Nobbe.
245: E. J. Barrett.
246: Harry E. Strong, James A. Holden, E. R. Hubbard.
247: Robert Mitchell.
249: Bernard C. Mazon, Scott F. Marshall, Meyer Rosent-
thal, Charles Rohe, Coleman Scanlon, William
Arensberg, Charles Michals, Earl C. Bohr, Edward
Earl Persinger, Jerry Gradeck, Charles McGinley,
James F. Malone, Jr., E. E. Persinger, Sr., Mervin
Humphries, Tom Long, Roland Laughlin, Tony
Bova, Gilbert Wagner, Al Mader, Frank Schwertz.
251: Henry Cassamas, Roderick A. McGarry, Frank
Collins.
252: Bruce Lewis.
257: Henry F. Drefahl, George J. Ritchey.
259: Frank C. Calnan.
260: Dana Edge.
265: W. R. White, J. F. Pagano.
271: Frank S. Ford, Sr.
276: Beau Silvertown, Arthur R. Jones.
278: Walter Otto.
279: Mack Ray.
280: Silvo Giannini.

Local No.

- 282: John O'Rourke, Eugene O'Rourke, Bennie Alessandro, Louis Williams, V. Rubino, George Becker, Nicholas Mangani, John Rossi, Michael Agento, Thomas Charboneau, William Bayer, Peter Quigley, Joseph Holland, Raymond Holland, Anthony Duffy, Joseph Kennedy, Hugh Kane, Harry Mullins.
- 284: Elbert Bennett.
- 285: Isaac Litwak.
- 287: Thomas Brett, George W. Jenott.
- 292: Arthur Edwards, Isadore Laffend.
- 293: James Artwell, P. A. Beedlow, Edward Davis.
- 294: Edmund J. Ray, Arthur E. Hunt, Nicholas Robilotto.
- 298: Robert Summers.
- 299: Sam Calhoun, Robert Wolpe, Harry Apers, Alfred Squires, J. S. Tyler, James R. Hoffa, George Wilson, A. D. Hartley.
- 301: W. A. Metzger, George Heilig.
- 302: William E. Franklin.
- 303: A. Harold Van Riper.
- 304: John I. Silva.
- 305: Paul E. Roth, William M. Balsam.
- 310: Howard D. Grant.
- 312: N. Daniels.
- 313: C. A. North, Harry Satterlee, C. M. Dahlager, Ed. Bedford.
- 315: Paul E. Burg.
- 316: Charles R. Fay.
- 317: Fred Maggio, William H. Roggenkamp.
- 325: Clifford Rungard, Leonard A. Murphy.
- 327: F. L. Medlin.
- 328: F. A. Mensing.
- 330: Howard A. Floyd, Cecil Edgington.
- 331: Frank Abrimont.
- 332: Jesse C. Brayton, Arthur Reynolds.
- 334: Chas. Gregoire.
- 336: Charles Seckler, Leo W. Margo, Norman D. White, Joseph Cummings, Charles Curtiss, Edward Martenson.
- 337: Bert Brennan, Robert Holmes, Martin Haggerty.
- 338: F. A. Conrad, A. G. Dilthey, O. W. Enke.
- 339: Louis E. Bauslaugh.
- 340: Raymond M. Conary.
- 345: T. C. Dethloff.
- 348: Paul Birney, Jr., Paul Lavo, Jr., Charles R. Haddox, Paul Hodolich, Frank Coleman.

Local No.

- 349: W. L. Allison.
- 353: Sam S. DeMoses, Roy L. Monast.
- 355: Oliver A. Diamond, Charles Appel.
- 356: Raymond I. Mills.
- 358: Phil Brady.
- 361: Franz F. Berlacher, Clyde R. Bomer, Donald Pfeiffer.
- 363: Louis Lufrano.
- 364: Walter E. Biggs, Thomas Klein.
- 365: Edward J. Haumesser.
- 366: William F. Frenger, L. G. Schulte, Jr.
- 367: R. B. Crawford.
- 372: Joseph Prebenda.
- 377: Sidney Frank, Robert Higham, Fred Guckert.
- 378: Jay Arney.
- 379: Charles J. Murphy, John L. Del Monte, Charles A. Burns.
- 380: William McManus, Matthew A. Dunn, Mathew J. Maloney, Timothy Scannell.
- 381: H. D. Underwood.
- 384: George A. Dugan.
- 386: Robert G. O'Neel, W. J. Kiser.
- 387: Sam Winsky.
- 392: Charles Higgins, Louis Tommer.
- 393: Charles M. Prendergast.
- 397: Everett Holliday.
- 399: Joseph P. Touhy, Sol Goldberg.
- 400: Charles Di Franco, August Lombardo.
- 403: J. T. Gardner.
- 404: Thomas J. Corcoran.
- 405: George J. Cronin, Arthur R. Rogers.
- 406: Claude O. Taylor.
- 407: Albert Evans, Salvatore De Palma, Edward F. Burke, Ray Eppley, Richard Sheridan, William Kendzori, Jack Eichler, Frank Glovan, Bernard V. Griff, Joseph O'Neil, Stanley Karlovec, Wm. Marquardt, Walter Skinske.
- 408: William H. Schubert, Timothy R. Cronin.
- 409: Edward C. Esboldt.
- 413: Leonard Newmarker, Rudy Minkin.
- 414: Alton P. Hess.
- 420: John E. Kennard, Burt B. Currigan, Ben F. Huber.
- 421: Roland White.
- 422: Jesse Parker, Herbert Fletcher, Carl Hubbell, Robert Hearons, James Mullen, Norman Driscoll.

Local No.

- 423: Howard Metzger.
- 425: Art Klatt.
- 427: Martin Bagole.
- 429: Robert S. MacDonough.
- 430: Jacob D. Schmehl.
- 431: Harry A. Macdonald, Sr., Charles E. Vest.
- 432: Paul Fuhrer.
- 435: D. J. Ryan.
- 436: John H. Rohrich.
- 437: Clarence E. Gendron.
- 438: Oren Floyd.
- 439: A. H. Bonnifield, C. C. Allen, George H. Foster.
- 443: Milton McDonald.
- 445: William Cole Hatchard, Jeremiah J. Buckley, Earl C. Lent, Waldo Doughty, Jr., John Valentino.
- 446: Robert J. King.
- 449: James R. Ruehl, William R. Walsh, Joseph Koller, Lawrence M. Patti, Frank Ratel, Sr.
- 450: E. L. Abercrombie.
- 452: E. Christal.
- 453: Charles E. Bramble.
- 456: Patrick D. Pearce.
- 459: James J. McGovern, Thomas J. Murphy.
- 460: Harold Johnson.
- 462: Clifford W. Frederick, Charles F. Colegrove.
- 463: John B. Backhus, Joseph Wirs, Wilbert Walton, Walter Beilfus, William Kaiser, Albert Sabin, Edward Schafer.
- 464: Birt Showler.
- 465: B. I. Bowen, J. J. Steiner.
- 466: George W. Seigle.
- 467: F. F. Lapham, Gail Wilmuth, George Davenport.
- 469: Thomas J. Kelly, Frank J. Volosin, Patrick J. Reilly, Eugene Reilly.
- 470: Peter P. Schultz, Thomas McDonnell, Hyman Cohen, James Ulrich, George Glinn, Stanley Wojtkielewicz, Daniel Boyle, Ed. Ortman.
- 473: Daniel C. Chambers.
- 476: Everitt A. Weekley.
- 477: Timothy H. O'Neil.
- 478: John Duffy, Joseph Doyle, Fred J. Carlin, Edward Smith, James McMenamin, Eugene McMenamin, Leo P. Carlin, Anthony Cusano.
- 485: G. E. Frazier, W. J. Marshall, Fred Martin, Alfred Mascaro, Elmer Hart, George Claus.

Local No.

- 489: Oliver Wynkoop.
- 490: F. C. Cheesbro.
- 492: Ted C. Wills.
- 493: Sam Lord.
- 494: Augustine F. Walsh, James Caddigan, Charles Progin, Francis McManus.
- 496: John B. Jenkins.
- 499: M. E. Steele.
- 501: C. W. Williams.
- 503: Bernard L. Simmer.
- 506: Allen R. Wheeler.
- 513: Clarence Williams.
- 520: Stephen Toth, P. J. Johnson.
- 532: Guy T. Long.
- 537: Paul J. Ashcroft.
- 538: Martin Welsh.
- 542: J. P. Poteet, Clyde Henigar.
- 543: Ivan Grenat.
- 545: Ralph A. Arnold, Fred A. Berends.
- 551: A. W. Galipeau.
- 553: James J. Dawson, Charles Tyrrell, Raymond Rehfus, James Gilligan, William Landers, Wm. LaBurt, Patrick Phelan, Wm. McGurgan, Charles Coombs, Thomas Pagliaro.
- 555: Leo Asher.
- 557: William McGee, Harry Clare, James Breslin, James R. Brown, Thomas J. Healy.
- 558: Joseph A. Polito.
- 559: Frank Bausolo.
- 560: John J. Conlin, Fred Meyer, George Somerville, Edward Hughes, Sigmund Piskowski, Frank Sgm-batti, Charles Molinari.
- 561: Patrick Holland.
- 564: Donald J. Ross.
- 566: J. R. Onstott, P. J. Boegem.
- 567: Roy J. Welfringer.
- 568: W. C. Festewand.
- 571: John Whitelock.
- 572: Chester Washburn, Richard J. Seltzer, James H. Kidder, Barney L. Culpepper.
- 573: James H. Lewis.
- 584: Thomas O'Leary, Max Liebler, Cornelius O'Connell, Murry Zeisler, Frank Gallon, Walter Gerner, Henry Frank, Harry Hammarth, Paul Foley, James Kelly, Cornelius Curran, Steve Harrison, George Armour,

Local No.

- E. Jennings, G. Redling, A. Bloomfield, F. Welle,
J. Keller, M. Olsen, J. Coleman, N. Olsen, H. Rutherford,
P. Louisi, F. Bittel, William Carduck, Julian
Pike, Philip Walman, Sid Weinberg.
- 585: Guy E. Bridgman.
588: Fred D. Irvin.
589: Neil Pendley.
592: J. H. Lukhard, W. D. Anderson.
595: Arthur C. Fortey.
598: George Mock.
600: Wm. Ryan, W. C. Maul, L. J. Camie, Hy Hagensicker,
James Ford.
603: Walter Bush, James A. Burke, John J. Signaigo,
George L. Bollam, Charles F. Speickerman, Patrick
J. Burke, Jr., Reed J. White, Harry Haas.
604: Dail Ferris.
605: J. C. Randolph.
606: L. H. Schulte.
609: Arthur Walker, Theodore Johnson.
611: Robert M. Broeg, John W. Bailey, John E. Gibson,
Joseph Dino, Fred Trimb.
612: Robert A. Borden.
613: J. R. Braddock, Jr.
614: William J. Brownell.
617: Walter Crean, Charles J. Jennings.
618: Edwin B. Dorsey, Melroy A. Horn, Wm. B. Frey.
623: William L. Ward.
627: Paul Schadt, William V. Hughes, George Burchell,
John Lacewell, Henry Steinscifer.
630: John F. Lopez, William P. Card.
633: Emile Plaisance.
637: Arthur H. Bischoff.
639: Forest Harler.
640: George D. Baker.
641: James J. Walsh, Walger J. Gibney, Henry Von
Oesen, Max Budy, George A. McHorney.
643: Harry Schopback, Joe Guidice, Manny Pearlstein.
644: D. A. Keimer.
646: Albert W. Fuchs.
651: Louis Falick.
654: L. W. Tavenners.
665: Kenneth B. Flagg, John E. Pelton, H. F. Starling.
667: O. W. Fowler.
669: Earl E. Coons.

Local No.

- 671: Harold Galloway, Edwin Rice.
- 672: A. R. Payne.
- 673: Roy Leverenz.
- 676: Frank E. Weaver, James W. Jackson, John O'Neal.
- 677: Timothy M. Collins.
- 680: Larry McGinley, John Curran, Henry Franzoni.
- 690: A. J. Ruhl, A. H. Evans.
- 692: Harold Waterbury, Leonard M. Ravenscroft, Herman G. Schultz, Elmer Schell, James R. Davis, B. L. Bess.
- 693: E. E. Cross.
- 697: H. B. Reed, J. Bernard Manion.
- 699: William Bonello, James Wilson.
- 700: William J. Bingel, Jr., Henry B. Mulvihill.
- 702: George Wilson, Joseph B. Doyle, H. J. Markwardt.
- 703: William J. Hanley.
- 704: Frank Kasper, Harry T. Olander, Gordon Murray, William Orris, George Bull, Walter Kasper, William Lee, Charles Willman, Jr., Henry Streiker, A. J. Williams, Clarence Joyner, Matt Schultz, Joseph Leone, George Heintzelman, John Laman, Charles Heintzelman, Rhue Stilwell.
- 705: Fred M. Tiedt, H. E. Wood, Al Ceas, John Bennett, Robert L. Smith, James Conroy, Sam Conino, Anthony Traven, Ray Nelson, Thomas Ryan, Matt Livingston, Edward Adams, Charles Strissel, John Hau, Sr., Charles Himber, B. J. Fitzpatrick, Eugene Wermerskirchen, John Rooney, James Hall, Ben Kay, Andy Randazzo, Julius L. Thomas, Dominick De Blasio, Louis Kratky, Anthony Cerone, Albert Tophorn, Michael Ronan, George McCarthy, Ernest Gerke.
- 709: Philip B. Mooney, Vincent J. Bogler.
- 710: Frank Brown, Walter O'Brien, Andrew Kelly, Thos. Noonan, Wm. Stewart, Mat Lorenz, Joe Middleton, James O'Donnell, Frank Thompson, Jerry Smith, Wayne Middleton, Frank Schmitt.
- 711: W. J. O'Brien, F. L. Mulich.
- 712: Jean R. Frank, Alfred Woyner.
- 714: Walter Samson, Fred Sherman.
- 717: William Zapp, Lee Donnelly.
- 718: Michael O'Connor.
- 719: Jerry Conway.

Local No.

- 720: Michael J. Burns, Daniel B. Dowling, Benjamin F. Tansey, John F. Ward.
- 721: J. N. Goelz, Jeff O. Johnson, John Kingma.
- 723: Charles Adair, George Mitchell, Floyd Hefner.
- 724: Frank Sperry, David Kenny.
- 725: Maurice Maus.
- 726: George W. Copps.
- 728: J. T. Odom.
- 729: William B. Nichols.
- 731: Edward J. Rogers.
- 733: Fred Bush.
- 734: William A. Lee, J. O. Sastrom, Ed. Healey, Frank Miller, Jack Drew, Marty Gentleman, Harole O'Brien, H. B. Nelson, D. J. Collins.
- 735: A. Dobbeck.
- 737: A. A. Nye.
- 739: Robert W. Boal.
- 740: Adam Napor.
- 742: Fred H. Groth, Lakie Powell.
- 744: Ray Schoessling, Frank E. Seban, Charles Allis, Harry J. Becker, Charles A. Lanphier.
- 745: R. R. Rogers.
- 746: Glen Rabanus.
- 752: Joseph B. Gillmaster.
- 753: G. Bender, C. Bach, R. Butler, J. Heider, W. Kleist, E. Rummery, B. Sweeney, T. Haggerty, J. Kennedy, G. Moline, S. Sumner, Robert G. Fitchie, W. Siegel, A. Christiano.
- 754: August Burnier, Frank J. Gillespie, Jack Cameron, Otto Debs, Charles Flanagan, Fritz Neiding, Julian Butler, Henry Debs, Albert Webber.
- 755: Edward J. Donovan.
- 763: James P. Durand.
- 770: Phil J. Scott.
- 772: Clarence Olson, William M. Hicks.
- 773: Howard S. Kline.
- 776: James Flaherty, Allen E. Kline.
- 777: D. Abata.
- 779: Jesse Webster.
- 782: John Baggot, James Ray.
- 783: Dewey Georges.
- 786: Bernard C. Bollman.
- 787: Louis J. Rousso, George Williams.
- 793: Frank McCafferty.

Local No.

- 800: Edward Cotter.
801: Gilbert Lennert.
802: Peter J. Sullivan, Robert J. Sullivan, E. D. Burns,
Isadore Snitkoff, Isadore Lyons, Hyman Bernstein,
Nathan Goldman.
804: James F. Hayes, William J. Courtney.
807: William Burke, David Frechette, Joseph Mangan,
James Rossi, Joseph Cerniglia, John Strong, John
Boylan, Thos. Clarke, Michael Igoe, John Flaherty,
Albert Schrieck, Joseph Nichols, Eugene O'Brien,
Thomas L. Hickey, Samuel Brennan, John O'Con-
nor, William Devery.
808: Richard A. Sheerin, Thomas J. Lyons, Michael J.
Donnelly.
814: John J. McKenna, Henry Wichtendahl, James F.
Burke, Louis Coppolla, Harry Bell, Al Wappaus,
Murray Glogovsky, Edward Williams, Joseph Shorr,
Edward O'Connor.
816: Pete Brunnie, Neal Sullivan, Joseph Perrotto, Wil-
liam Thurgle, Thomas Allen, Walter Flowers, Harry
Martin.
817: Martin T. Lacey.
818: Benjamin Cunningham, Thomas J. Kehoe.
820: Robert W. Illig.
822: Irving C. Welsted.
823: Floyd C. Webb.
826: John W. Pellett.
829: Jeremiah McCarthy.
831: Edward P. Reardon.
848: Thomas L. Pitts.
850: Fred Wilson.
860: Thomas P. White.
872: Victor G. Spridik.
878: Odell Smith.
822: James J. Rohan, R. O. Reinertson, Herbert Metke.
890: T. H. Jones.
898: Charles B. Copperman.
908: Morris C. Taylor.
921: John C. Healy.
928: Alvin L. Bradley.
932: Elmer Schofield.
944: Howard McGregor.
949: G. R. Hatten, Sr.
957: Esta Hipple, David Finn.

Local No.

- 960: Gerry A. Rhodes.
- 964: M. C. Hart, Phil Hannah, A. C. Helm, Charles E. Bond, A. W. Fisher, A. G. Ronsky.
- 976: O. R. Denman.
- 995: Henry E. Kelleher.
- 998: Sam Butcher.

VOTING NO

- 2: Frank Birmingham, P. J. Connors.
- 3: Ed. Giger.
- 16: Mike Tuscan.
- 25: John Buckley, Frank J. Halloran, Charles LaPlaca.
- 28: Leon H. Smith.
- 32: R. E. Rooney.
- 34: John W. Ford.
- 42: William A. Nealey, John Williams.
- 45: Austin G. Thompson.
- 50: Edward J. Loehr, Irvin Breidenbach.
- 69: Chas. Ford, Jr.
- 70: Anthony Costa, Alfred Maderos, Frank Rome La-Mogila, Frank Church, Ed. L. Blair, Cy Stulting, Frank Farro, Frank DeMartini, George M. King.
- 75: Emmett E. Terry.
- 80: Edward Snyder.
- 84: Fred Behrendt.
- 85: Walter Fraker, Philip Dindia, William Blundell.
- 87: Ralph Barker, Fred Martin.
- 90: Walter Watson.
- 93: Earl W. Lynn, A. E. O'Neal, M. S. Whiting, W. T. Blaney, Harry Cowan.
- 95: Albert Kirsch.
- 111: T. R. Lambert.
- 112: Walter J. Drost.
- 118: Charles Sturla, Edward Brabant.
- 120: Gordon Conklin, Arnold J. Shoenecker, Robert F. Fleming, Frank Winkel, Robert Rensch, Edward Coffey, Vincent Hurley.
- 131: L. Clair Johnson.
- 133: L. A. Rankin.
- 142: George Marovick.
- 150: Clarence C. Smith, Russell W. Powell, George D. Souza.
- 157: Edward J. Flower.
- 159: Lawrence Trovero.
- 162: Will A. Glenn, D. A. Sutherland, Leu Corelius.

Local No.

- 178: Ross W. Ebey.
- 184: Louis Ungar.
- 200: Joseph Nowak.
- 201: Justin Schattgen.
- 206: Ernest K. Berg, Lloyd Hildreth, Ray N. Mose.
- 225: William Bothwell.
- 229: Edward J. Robson, J. C. Hart.
- 237: Harold Thirion.
- 238: James D. White.
- 250: Raymond Haberer.
- 254: Elmer Munson.
- 255: Edward F. Davis.
- 256: Frank M. Coleman, Fred J. Meyer.
- 259: Israel Learner.
- 265: J. I. Johnson.
- 288: Al Bernacki.
- 289: James R. Hanna, A. M. Ogren, Loren Johnson.
- 291: Killian Echert, Matt Van Dane.
- 299: William Huston.
- 302: Ray Brennan.
- 305: Jack Fuller.
- 329: Ovid E. C. Moran.
- 335: William F. Carr, Lester H. Schwitzgebel, J. B. Mc-Elhinny.
- 344: Elmer Johnson.
- 346: Fred F. Smith, Edwin A. Marien.
- 347: John E. Moe.
- 357: John Doyle.
- 359: James Bartlett.
- 360: Alois E. Mueller.
- 362: Harry D. Cole, Henry G. Willing, William Sullivan.
- 369: D. E. Mahoney.
- 377: Charles Kuhns.
- 380: Charles Howard.
- 388: C. N. Nilson.
- 401: William J. Breese, Jr., Norman Whipple, Vilas Shook.
- 404: Benjamin E. Naylor.
- 406: Albert Groenink.
- 431: Haven H. Smith.
- 432: A. J. Capurro.
- 434: David A. Gourlie.
- 441: Thomas L. Parrey.
- 448: Theo. P. Swanson.

Local No.

- 455: Frank N. Lessner.
- 471: Conrad Ordeman, Ernest Donoghue, George Bergquist, Martin Rasmussen, Thomas Ammerman.
- 475: Thomas Franklin.
- 479: Charles Carrick.
- 484: Wendell J. Phillips, David J. Walker.
- 503: Thomas J. Magner, Arthur L. Cunnien.
- 507: Martin J. Young.
- 509: H. A. Howsley.
- 511: Hartwick Dahl.
- 521: Bernard Shaffer.
- 525: Clarence Denby.
- 526: Anthony M. Morris.
- 531: John Arnold.
- 533: Milton Brown.
- 541: Emmett M. Eslinger, Charles W. Rich, Oral P. Wells, Bert L. Myers.
- 544: Curt Zander, Ray Rainbolt.
- 546: A. J. Mitchell, William Gydesen, Len Johnson.
- 557: William Trott.
- 586: Pat Maynes, S. A. Galatas.
- 587: Robert W. Carlson, Carl W. Paddock.
- 625: Daryl Plue.
- 653: Francis E. Levigne.
- 691: William J. Kyle.
- 696: Harley Southard.
- 729: Thomas Warnick, Paul Quick, T. E. Hassell.
- 731: Larry Monahan.
- 753: J. Lutz.
- 798: Marion Wells.
- 829: James P. McCarthy, John Hamilton, John C. Harrington, Frank Buckley.
- 840: Harold King.
- 869: Andrew Shonk.
- 889: W. D. Palmer, Joseph Marroof, Gloy D. Davidson.
- 931: O. W. Brittan.
- 937: Andrew Jacobs, R. S. Henry.
- 950: E. Milton Carlson.
- 953: A. J. Jenkins.
- 955: Lee Quisenberry.
- 956: L. C. Oliver.
- 971: Lester F. Baum.
- 972: Lee Begnel.

Local No.

975: Ray Emmons.

977: Larry J. Davidson.

Total vote cast, 1,168.

In favor of the report of the committee, 987.

Opposed to the report of the committee, 181.

Delegate White, Local 860: In view of the fact that the overwhelming majority of the vote cast is in favor of the recommendation of the committee, I will move at this time that the vote be made unanimous.

The motion was seconded.

Delegate Considine, Local 33: This vote has already been cast and could not be made unanimous. For an hour and a half a certain number of delegates have been expressing their opposition and they cannot change their vote by motion. I raise that as a point of order.

President Tobin: The point of order is not well taken, because if these delegates desire to vote against the motion, the motion is lost. It would have to be a unanimous vote. Do you understand?

Delegate Considine: I still think you are wrong.

President Tobin: I have been putting these kinds of motions for many years and they have never been declared illegal. If any delegate votes against a motion that is about to be put, then the motion is lost. A majority vote would not carry this motion.

On the vote being taken on the motion to make the vote unanimous, a number of delegates voted no.

President Tobin: The motion is lost.

I desire to say that we will remain in session until the regular adjournment time, unless you desire to change the rules. Do not leave the hall until announcements are made.

I want to extend my thanks to those delegates who were here listening to this important business and attending to the work of their organizations.

Tomorrow morning at 11:30 o'clock there will be up

for your consideration a very important subject in connection with the finances of our organization. I am now asking that you all be here. No matter what we are discussing, we will take this matter up at that time. It pertains further to the financial condition of the organization. Let every delegate try to be here at that time.

Now, then, if we act like sane men, perhaps we can avoid unlimited business in this convention running over into next week. Unless we can reach some kind of a sane understanding we may have to have another roll call on the subject tomorrow.

The Committee on Constitution will proceed.

The chairman reminds me of a motion that should be made, in order that we will be absolutely certain of our procedure in law. The Chair recognizes Secretary Tom Lyons, of the Committee on Constitution.

Secretary Lyons: Mr. President, the Constitution Committee unanimously requests, in connection with the decision of this convention according to the vote just taken regarding increases in salaries of the General President and General Secretary-Treasurer and organizers, that the entire contents of that resolution be incorporated in the Constitution.

The committee moves that that be adopted.

The motion was seconded and carried.

Delegate Angel, Local 215: Due to the fact that we only have about two hours to get ready for the banquet, I move for a suspension of the rules.

The motion was seconded, but was lost on being put to vote.

Delegate Currigan, Local 420, explained that the badges soliciting the convention for 1945 in Los Angeles did not bear the union label. He stated that a conscientious effort had been made to procure the label, but the Los Angeles delegates were unable to accomplish their purpose.

REPORT OF COMMITTEE ON CONSTITUTION
(Continued)

Article VI

Duties of General President

General

SEC. 1. (a). The General President shall preside at the convention of the International Brotherhood and conduct the same in conformity with this Constitution. He shall have the deciding vote in case of a tie on any question that is being voted on by the convention, and shall act to the best of his ability in furthering the interests of the organization. He shall fill any vacancy among the general officers, *subject to the approval* of the majority of the General Executive Board.

(b). The General President shall have general supervision over the affairs of the International Brotherhood, which shall be conducted in accordance with the Constitution.

(c). The General President shall devote his entire time to the service of the International Brotherhood.

(d). *It is understood, however, that this shall not prohibit or prevent him from accepting a call to service by the President of the United States; and if such call is made and he believes that it is in the best interests of the International Union to accept, his position and remuneration as now outlined in the Constitution shall not be interfered with and shall continue. The General President shall be empowered to appoint assistants to carry on his work if he deems it necessary.*

Secretary Lyons: Mr. President, the committee moves the adoption of Article VI as read.

The motion was seconded.

Delegate Lacey, Local 816: On Section 1, under the duties of General President, Subsection (d). I would like to have the committee explain to the convention what it means. It reads: "It is understood, however, that this

shall not prohibit or prevent him from accepting a call to service." What service? I would like to have that service defined.

Committee Chairman Beck: The chairman of the committee would like to explain that that language is very broad. We feel that if the President of the United States calls upon the President of this International Union to serve in any manner that will aid this Government, he should have that privilege.

Delegate Lacey: I particularly asked the question, Mr. Chairman, meaning a political job. I do not mean so far as service to our Government is concerned. That is why I asked to have it defined.

President Tobin: I am of the opinion that Brother Lacey must have some other personal motive in asking such a question. The President of this organization has not sought political jobs and he has just resigned a political job. You have had your information. You asked your question. The President expressed himself. Are you desirous of asking any other question?

I have always maintained and shall continue to maintain that my first duty is that which I owe to my people here, my service to my people. My second duty, if I have any, will be to my family. But in serving my people here it must not and never will interfere with my duty to my country.

My name and my record have been under the microscope for 30 years, and the only embarrassing moment I have had is when my position was questioned as to the character and the private and public life of some of my members—not my character, my public life nor my private life. I have been pretty successful in convincing the Government in all its departments, including its Secret Service Department, that as your representative, not the slightest finger of scorn could be pointed at my record, and neither Brother Lacey nor any other brother here needs to fear that I will neglect you for a political job, or that I will draw from you any salary if I am not

entitled to it. I have never been on any other payroll with the exception of yours, except within the last two or three or four months. There is some salary coming to me from the Government, because the law compels me to accept it. I will return that salary. That is the only way I can do it, after deducting whatever income tax is due the Government. I have been advised that that is the only way.

But I have never received from any other source any salary from any Government tribunal, nor from any employer or any associate of an employer, nor has my family received any such considerations, so you don't need to worry that I will in any way stain the character that I am transmitting to my children and my grandchildren, which, above and beyond all, is the dignity and truthfulness and honor that I owe this large membership.

Vice President Goudie: Mr. Chairman, dealing with the same Article, Subsection (d), this last sentence says:

"The General President shall be empowered to appoint assistants to carry on his work if he deems it necessary."

That has to do with cases when you are called upon by the President of the United States. I presume that that means assistants to carry on your work while you are taking care of the Government. Am I correct in my assumption?

President Tobin: Of course, you understand, Brother Goudie, that the work of the General President has increased nearly a hundredfold. Whether I work in my service to the Government or in some other place, if I am still in Indianapolis, any man who is President is allowed under this law to appoint assistants. I could not possibly carry on all of the work in all of its departments without help and assistants.

Vice President Goudie: I understand that, Mr. President, but if you will note this language, it says: "It is understood, however, that this shall not prohibit or prevent him from accepting a call to service by the Presi-

dent of the United States; and if such call is made and he believes that it is in the best interests of the International Union to accept, his position and remuneration as now outlined in the Constitution shall not be interfered with and shall continue. The General President shall be empowered to appoint assistants to carry on his work if he deems it necessary."

I realize that the work of the International Union has increased terrifically and that you need assistants, but this would lead one to believe that you would have to employ assistants if you were called upon to serve the Government.

Committee Chairman Beck: Let the Chairman of the committee answer that in this way. Brother Goudie is right, to this degree. The printer should have set that up as a separate paragraph. There should have been a period after the word "continue," and then a separate paragraph, reading as follows:

"The General President shall be empowered to appoint assistants to carry on his work if he deems it necessary."

That, of course, does not apply to the action of the convention just taken relative to the assistants to the President, but it definitely does provide that if there is an amount of work thrown upon the General President that we cannot vision right now in this convention, we authorize him to hire such assistants as he may find necessary to carry on the work of this International Union as it relates to his office. That is the meaning of it, from the committee.

President Tobin: I want to assure you again that I am trying to get away from service such as we have been talking about, but there are conditions in which you cannot get away, as explained last night by the President of the United States.

I resigned this position of administrative assistant to the President, beginning on the morning that your convention opened. The President wanted me to continue.

I did not continue. I have my reasons. You may rest assured that with all the duties devolving upon me, if I am requested to fill some other position in an advisory capacity or in an executive capacity, I shall not accept it without the consent and approval of the General Executive Board, and unless they believe that it is in the interests of the International Union, they and me both.

If I find that by serving at the sacrifice of my health and my strength I can be helpful to this International Union, I will make the sacrifice, and for no other consideration.

Delegate Doyle, Local 357, spoke briefly on the matter and referred to the splendid part played by the representatives of the trade union movement in Great Britain in the serious events which have transpired there of late.

The motion of the committee to adopt Article VI, "Duties of General President," as read was carried by unanimous vote.

Judicial Powers

SEC. 2. (a). He shall decide on all points of law or grievances submitted to him by local unions, subject to appeal to the General Executive Board or next convention.

(b). *When the General President makes a decision or orders a local union to observe the laws, and the local union refuses, the local union shall be subject to suspension or revocation of charter by the General Executive Board.*

Secretary Lyons: The committee moves the adoption of the sections as read.

The motion was seconded and carried, by unanimous vote.

Arbitration, Procedure and Penalties for Refusal

SEC. 3. *When the General President has ordered a local union to offer or to accept arbitration and the local union refuses to comply with the order of the General President, he shall then be empowered after a hearing ordered and held by him to suspend the charter of the*

local union or to revoke the charter if he deems it necessary, or he may, if he deems it advisable, recognize the local union and prohibit any officer or member from holding office or membership in the union if he finds such member or officer advocated defiance of the order of the General President to offer or to accept arbitration.

When arbitration has been entered upon and negotiations have continued for ninety (90) days without arriving at an agreement, the Local Union may request permission of the General President to declare the arbitration terminated, and if such permission is granted it may proceed by strike or other constitutional action to obtain compliance with its demands.

Secretary Lyons: The committee moves adoption of the section as read.

The motion was seconded.

Delegate Cancilla, Local 265: Might I ask if this is an inference whereby we must abide by compulsory arbitration? In other words, as I understand the language here an employer can demand of us arbitration or our General President can demand that we arbitrate differences or negotiations. Is that the purpose?

President Tobin: The chairman of the committee tells me that they are advised by our lawyers that under the present new section it is not compulsory unless I order it to be compulsory, and the present Constitution under which you are now working calls for arbitration and the General President, if he insisted in all instances, could force local unions under that Constitution to accept arbitration.

Now some slight changes are made making it more clear and more easily understood and the attorney advises me that after this, unless I compel an organization, it is not compulsory.

Delegate Cancilla spoke further in opposition to the committee's report due to experiences that his local had had in San Francisco with relation to arbitration. Delegate Cancilla said, in part:

"I would like to point out again that if this is compulsory arbitration for the local unions that some amendment should be made whereby the General President would use some consideration before demanding that a local union must arbitrate its differences with the employers."

President Tobin: Delegate Cancilla, I answered you before. My answer again is that unless the General President insists upon arbitration it is not compulsory, but there may be times when it may be necessary to insist, and I can remember way back many years in your Union when it was necessary more than once to advise you to consider arbitration.

Delegate Lacey, Local 816, spoke in opposition to the committee's report, basing his opposition on the recent experience in his local on arbitration.

Vice President Goudie: Mr. Chairman, I don't know whether you have read this particular article over or not, but it does not seem to me that you are going to assume all of the authority that the committee wants to give you in this. They practically leave everything up to the General President, whether it would be you or some one else in later years, to decide for a local union whether they are to arbitrate or not and then instead of having an appeal to the Executive Board they grant you that in the judicial powers and several other places here. They leave all of that up to the General President. In other words, you may see fit to cancel a charter or put an officer off of the job and the only one he has to appeal to is the one that has rendered the verdict. You render the verdict and he would naturally have to appeal to you. I believe that could be modified to a great extent if the member or the local union had a right to appeal to the Executive Board. I don't believe, Mr. President, you want to assume that power.

Delegate Frank Gillespie, Local 754, spoke in opposition to the committee's report, stating that he felt there was grave danger in such a provision if in the future

some one should be elected to the office of General President who proved to be dictatorial. He stated that until such time as a statistical department was provided to help local unions in arbitration that he was strictly opposed to the arbitration clause and felt that it was absolutely wrong.

Delegate Hibbets, Local 584, opposed the committee's report and called attention to the recent experience that his Local had in New York on the question of arbitration, and President Tobin pointed out that this arbitration matter in New York had been a local affair and it had not been referred to the International Office at any time.

Opposition to the committee's report was also expressed by Delegates Devery, Local 807; Frank, Local 584, and Zeisler, Local 584, who stated that they were bitterly opposed to any provisions for compulsory arbitration, due to their recent experiences in New York.

Delegate Lutz, Local 753, spoke in opposition to the committee's report, stating that he felt that any dictatorial stand taken in the organization would reflect on the organization as a whole and would result in detriment to the labor movement of the country. He expressed the opinion that the rank and file of the membership should have the power to decide as to what course to take on any subject.

A motion to suspend the rules and stay in session until the subject matter was completed was lost.

A motion was made that the convention adjourn.

The motion was seconded and carried.

Whereupon at 5:40 o'clock P. M. the convention adjourned to 9:30 o'clock A. M., September 13, 1940.

PROCEEDINGS
OF THE
Fourteenth Convention

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS, STABLEMEN
AND HELPERS OF AMERICA

Fifth Day

FRIDAY SESSIONS
SEPTEMBER 13, 1940



HELD AT WASHINGTON, D. C.
SEPTEMBER 9 TO 14, 1940



FIFTH DAY—FRIDAY MORNING SESSION

Washington, D. C.,
September 13, 1940.

The convention was called to order by President Tobin at 9:45 o'clock.

Telegrams on President Roosevelt's Address

President Tobin: We are waiting for some of the officers who have been delayed at the hotel. In the meantime we will endeavor to go along with something that is not controversial. I have an enormous amount of telegrams at the hotel, and here are some that have come here as a result of the meeting you had here night before last, on the occasion of President Roosevelt's visit. These telegrams would take hours to read. There are perhaps 1,800 telegrams in the hotel, from every element in society, mainly from the trade union movement—and when I say the trade union movement I mean all the groups in the trade union movement, Railroad Workers, CIO, and A. F. of L.

To my great surprise and enjoyment a number of master teamsters have wired in their great appreciation for having the opportunity to have heard President Roosevelt over the air and commended the work of your organization.

As an example of the telegrams I will have Brother Beck read one or two, because we can't read them all. But if you have no objections the usual procedure will obtain and as many of them as we can possibly accommodate will be published in the official record.

Organizer Beck read the following telegrams:

Olympia, Wash., September 12, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Constitution Hall, Washington, D. C.:

Having heard President Roosevelt's inspiring talk before your convention last night, I wish to congratulate

4 International Brotherhood of T., C., S. & H. of A.

you and your organization on making it possible for all the people to hear his opening message under such favorable circumstances. Please accept and extend my most cordial regards to our mutual friend, Dave Beck, and his associates from this state.

CLARENCE D. MARTIN,
Governor of Washington.

Olympia, Wash., September 12, 1940.

Hon. Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Constitution Hall, Washington, D. C.:

Congratulations to you and your worthy Brotherhood on the selection of your convention as the scene of President Roosevelt's declaration of fidelity to labor. May we all work unceasingly for the humanitarian objectives of our great leader.

BELLE REEVES,
Secretary of State of Washington.

President Tobin: Are there any objections to having these telegrams that we consider advisable published in the records of our convention? Hearing none, it is so ordered.

Following is a list of the telegrams received:

Name and Organization—City and State

Charles A. Greathouse, Jr., Indianapolis, Ind.

Combs and Dixie, Houston, Tex.

Mr. and Mrs. Joseph V. Tobin, Albany, N. Y.

Lyman Gould, Indianapolis, Ind.

S. H. Dalrymple, president; F. F. Burns, vice president; Frank Grillo, secretary-treasurer, United Rubber Workers of America, Detroit, Mich.

John Bridge, Detroit, Mich.

F. L. Alexander, president, Local 564, International Brotherhood of Teamsters and Chauffeurs, Meadville, Pa.

Jess Fletcher, fourth vice president, B.S.E.I.L., San Francisco, Calif.

Jack Taylor, county commissioner, King County, Seattle, Wash.

Congressman Mon C. Wallgren, Seattle, Wash.

B. Gray Warner, prosecuting attorney of King County, Seattle, Wash.

C. W. Doyle, secretary, Central Labor Council of Seattle and vicinity, Seattle, Wash.

A. M. McLean, president, Retail Department Store Employees, Local 1207, Seattle, Wash.

Mildred Gallanar, president, Office Workers Local 22243, Seattle, Wash.

A. H. O'Brien, Retail Clerks, Local 299, Seattle, Wash.

Basil Gray, Executive Board of the State Employees, Local 15, Seattle, Wash.

M. J. Daymunde, Retail Clerks, Local 1421, Seattle, Wash.

James Golden, Retail Clerks, Local 1404, Seattle, Wash.

Joint Council of Teamsters, No. 23, Seattle, Wash.

Bakers' Union, Local 9, Charles Meridith, secretary, Seattle, Wash.

Frank McCormick, business agent, Theatre Employees, Local B-22, Seattle, Wash.

David J. Williams, attorney for Port of Seattle, Seattle, Wash.

C. J. O'Reilly, president, Seattle Central Labor Council, Seattle, Wash.

F. W. Monrean, secretary, Seattle Building Trades Council, Seattle, Wash.

O. J. Falkenberg, secretary, Building Service Employees International Union, Local 6, Seattle, Wash.

Employees International Union, Local 6, Seattle, Wash.

Isabelle Noble, secretary, United Garment Workers of America, Local 17, Seattle, Wash.

Warehousemen's Union, Local 117, Seattle, Wash.

George D. Early, vice president, Washington State Federation of Labor, Seattle, Wash.

Garage Employees, Local Union 44, Seattle, Wash.

Laundry and Dyeworks Drivers', Local 566, D. J. Mulholland, secretary pro tem., Seattle, Wash.

J. J. Rohan, secretary and business agent, Automobile Drivers and Demonstrators Union, Local 822, Seattle, Wash.

Thomas W. Morris, president, Painters' Local No. 269, Spokane, Wash.

F. J. Lowry, executive secretary, Bellingham Central Labor Council 35, Bellingham, Wash.

A. J. Fraser, secretary, Bakers' Union and Auxiliary, Local 74, Spokane, Wash.

Teamsters Union 690, Spokane, Wash.

Warehousemen Union 334, Spokane, Wash.

Albert Leslie, secretary, Central Labor Council of Spokane and vicinity, Spokane, Wash.

Teamsters Local 672, Bremerton, Wash.

Secretary James F. Marlow, Jefferson County, Central Labor Council, Port Townsend, Wash.

Lucyle Pendley, acting, Teamsters Local 589, Port Angeles, Wash.

Everett Central Labor Council, H. G. Walter, secretary, Everett, Wash.

Laundry and Dry Cleaning Workers, Local 34, Zetta Faulstich, secretary, Everett, Wash.

Clark County Central Labor Council, L. O. Palmer, secretary, Vancouver, Wash.

H. A. O'Reilly, Local 524, Yakima, Wash.

J. G. McLean, executive secretary, Eastern Washington District, Council Lumber & Sawmill Workers, Wenatchee, Wash.

Chas. Goodson, secretary, Teamsters Union, Local 148, Wenatchee, Wash.

W. W. Westover, Teamsters Local Union 378, Olympia, Wash.

Central Labor Council of Willapa Harbor, Raymond, Wash.

Garage Employees Union, Local 461, Tacoma, Wash.

Teamsters and Chauffeurs, No. 313, John Jacobs, business agent, Tacoma, Wash.

Tacoma Central Labor Council, H. S. McIlvaigh, secretary, Tacoma, Wash.

Teamsters Local 231, Bellingham, Wash.

Teamsters Local No. 58, Culinary Alliance No. 360, Building and Construction Trades Council, Kelso, Wash.

Longview Kelso Central Labor Council, Gertrude Rivers, secretary, Kelso, Wash.

Mt. Vernon Central Labor Council, E. W. Janson, secretary, Mt. Vernon, Wash.

Painters Local 721, G. F. Freeze, vice president, Mt. Vernon, Wash.

Teamsters Local 231, Dick C. Johnson, executive board member, Mt. Vernon, Wash.

Taxicab Drivers Local 281 and Laundry and Dry Cleaning Drivers Local 358, Portland, Oreg.

Green Boesen and Landye, Portland, Oreg.

Teamsters Local 162, Lawrence Kramer, Oscar Ableson, Marvin C. Mayo, Portland, Oreg.

Commending the Press

President Tobin: Now I think it is only fair to say that the press, whose representatives are attending here, have been very fair to this convention in reporting exactly what went on in the convention. Labor never asked for special favors from either the Government, from the press, from the Church, or from any political party. All that labor ever requested was an honest, just, fair, square deal, and I want to commend the press by saying the reports of this convention have been fair and honest and statements of fact.

Delegates and Visitors Commended

President Tobin: Might I say also this morning that the management of the Mayflower Hotel desire me to extend to you their appreciation and thanks for the manner in which you are conducting yourselves in that hotel, and for the splendid affair which you had there last night, in which you were so well behaved and so wonderfully appreciative.

I think we should also commend the management of the hotel, although we are paying prices that are not to be sneezed at, which of course you have to do in leading hotels. The service in the hotel up to now has been exceptionally fine.

But I also want to add, as your President, my personal thanks and gratefulness to you for the manner in which the splendid dinner, banquet and show, at which you were the guests of the local committee, our labor movement, was conducted last night. I repeat, I want to thank you for the manner in which that affair was conducted and for the manner in which you conducted yourselves. This great, large body of men and women behaved splendidly.

I am advised that there were 2,850 or more persons at that banquet last night. We haven't got the exact figures. No gathering of any organization could have been more dignified or more respectful, and your conduct brings to yourselves credit and decency and adds to the position of our organization, benefits untold. I again want to thank you on behalf of the International Union.

Of course it isn't anything more than I expected. That is our history wherever we go. Cities and communities welcome us. Hotels are struggling to get our patronage, and that is as it should be. You are good, liberal spenders, you leave a good deal of money wherever you go. You are well behaved, and you add not only to the continued prestige of our own organization, but you add to the supremacy and dignity of labor.

Be assured of my personal thanks and appreciation for your conduct.

Chairman Robert Lester, of the local committee, announced that the stag party planned for Friday evening had been canceled, to permit a night session to be held if necessary, but that the entertainment planned for the ladies would go on as usual.

Night Session

President Tobin: I have had reported to me that a great many delegates want to leave the city tomorrow afternoon. If the discussions are continued as they were, we cannot finish our business tomorrow afternoon, but if each man will help we may be able, by a night session tonight and two sessions tomorrow, to finish.

The rules are mandatory except they are set aside by a vote of the convention. There are some rules that cannot be set aside—for instance, the rule pertaining to the election of officers. That rule says that the election of officers shall take place on the last day of the convention and after the constitution has been adopted. The reason for that is that men who are elected to office, whoever they may be, must know what they are going to assume

before they are elected. Consequently, from a legal standpoint it is necessary for the constitution to be adopted before the election takes place. If we believed that the convention would adjourn tomorrow night at 6:00 o'clock, under the rules, if the Constitution Committee completes its work today, we could proceed to elect the officers any time after that on the last day—not during the closing hours of the convention but any time the last day. We will find out some time today where we stand on the constitution, and then a motion can be made to make the election of officers a special order of business at any time on the last day.

If we feel, however, on adjournment tonight that we may finish tomorrow afternoon, which I doubt at this time, we can have our election any time tomorrow.

I find that we can have this hall for a night session tonight if the convention so decides. I know you have an idea of speeding up the work, from the information I have received, and a motion will now be entertained that we suspend the rules and hold a night session, if any one desires to make it.

Delegate Tavis, Local 70: I move that we suspend the rules and hold a night session tonight, beginning at 7:30 o'clock.

The motion was seconded and carried by unanimous vote.

President Tobin: It is estimated again, for your information and for the record, although I have no accurate statistical figures, but considering the railroad fare, hotel expenses and other expenses of more than 1,400 delegates, with the printing and all other expenses incident to the convention, it is considered by statisticians that this convention is costing the organization in general about \$21,000 per hour. That represents expense to your union and to the International Union, so that by reducing unnecessary days and hours and discussion, without attempting under any circumstances to shut anybody off,

you are saving the General organization that much money, if it can be saved judiciously.

Last night at the banquet Local 208 of Los Angeles, which I have seen born and die and then reborn more than once, presented me with this scrap book which I did not desire to mention at the banquet. The banquet was exclusively the work of the committee. It has on it the emblem of the organization. It is presented to the General President for the purpose of holding within its folds the names of those whom he has met during his life as a national labor official. It is made of California redwood and the emblem is made of copper. It is quite an unusual and rather an artistic piece of work and one of our members, Dexter Lewis tells me, did all the work. The inside is made of high quality parchment paper. The hinges on the book are also made of hammered copper, all the product of some one of our western states. But to think that in our country they can produce a product of wood that can be turned into an affair of that kind is perhaps more than most of the American people can understand.

I wish to take this opportunity of thanking the membership of Local 208 for their consideration and I shall appreciate this product of our western state, California, and I shall forever cherish the work of one of our members who put in undoubtedly numberless hours in producing such an artistic and useful article.

I thank you, members of Local 208, and I ask, you, Dexter Lewis, to convey to your membership my appreciation on your return home.

I want to introduce to the convention, to the innumerable delegates that I have seen and to our delegates who are delegates for the first time to our convention, one of the men who helped found the organization and I believe the only living one of that small group. They were originally individual team owners. Our Vice President, whom I hope you will continue as Vice President—and I am not making an election speech, I will perhaps have to do some of that after you adjourn—is now 82 years old.

He comes from St. Paul, Minn. He was born up around that state, and worked as a boy, logging in the woods and rivers of Minnesota, proving again that hard work, honest work, if the human system is not abused, does not bring about unnecessary destruction of the human body.

I want to introduce to you for the honored career he has had in our labor movement, a Vice President of the International Union, John Geary. He is now 82 years old and he advises me that he expects to continue for many years, and I agree with that expectation.

As Vice President, Vice President Geary will preside over the convention for a little while.

Vice President Geary in the Chair.

Vice President Geary: I want to thank the brothers for their kind appreciation. I know conditions are pretty tough at the present time. I got hurt about two months ago and I am still carrying that with me. So it kind of bothers me standing up and doing any talking, but I wish to thank the delegates for their appreciation. The Committee on Constitution will report now.

REPORT OF COMMITTEE ON CONSTITUTION

(Continued)

Delegate Lyons, Secretary of the Committee: Mr. Chairman, at the close of last night's session the secretary of the Constitution Committee was reading on page 19 under the title "Arbitration, Procedure and Penalties for Refusal." The secretary will read again that section in order that the delegates present may acquaint themselves with its contents.

(The secretary of the committee then read the proposed section of the constitution.)

Delegate Lyons: Mr. Chairman, at the adjournment of last night's session we were discussing the Constitution Committee's report.

PRESIDENT TOBIN IN THE CHAIR

President Tobin: There is a motion before the convention which was made by the officers of the committee. The motion was to adopt the committee's report. The motion is now pending to adopt.

Delegate Goudie, Chicago Joint Council: I rise at this time to move an amendment that I hope may clarify this and be accepted by the convention. The amendment is: "When the General President has ordered a local union to offer or accept arbitration and the local union refuses to comply with the order of the General President, he shall then notify the General Executive Board, who, in turn, shall grant said officers a hearing. If found guilty they shall be entitled to appeal from the decision of the General Executive Board to the next convention."

That would eliminate all of the balance of that paragraph after the "General President," and then the balance of it would be the same.

I offer that as an amendment.

President Tobin: In other words, Brother Goudie, your purpose of the amendment, if I get it right, if I understand it, is that you are taking or desire to remove or relieve from the present report and from the shoulders of the General President the direct responsibility of deciding such an important question and you are placing it, on the report of the General President, in the hands of the General Executive Board. Is that right?

Delegate Goudie: That is right.

The amendment was seconded.

Delegate Phillips, Local 484: Are we speaking on the amendment or the motion, Mr. Chairman?

President Tobin: We are now discussing the amendment and you can also discuss the motion.

Delegate Phillips: Mr. Chairman and delegates, for a number of years, some 18 or 20 years to be exact, our local union of bakery wagon drivers in San Francisco in negotiating contracts with our employers, have found it

necessary each time that the contract came up to take a strike vote before we could really sit down and do any business with the employers. After that strike vote was taken we have received strike sanction from the Joint Council and strike sanction from the International Union. But to date, thank the Lord, we have never exercised the strike sanction granted to us because we have been able finally to sit down and negotiate.

Some two years ago, however, we went through this same procedure, strike sanction was granted by the Joint Council, but the General President found it advisable at that time not to grant strike sanction without first directing us to offer arbitration. We complied with that order of the General President without any hesitation. We offered arbitration to our employers and it was accepted.

Now the point that I would like to make to the delegates is that we have a Local Union of 800 members. We went to arbitration on the issue of vacations and wages alone, and that arbitration cost our Local Union the sum of \$9,600.

Some provision or some method should be arrived at if we are going to be compelled to arbitrate these issues, and personally I don't see very much wrong with arbitrating questions of wages or hours or such as that, but some provision should be made that where excessive costs such as these are going to occur, that arbitration should not be forced on the Local Union, or where an employer should request a Local Union to arbitrate a question of a closed shop, for example, such arbitration should not be forced on the Local Union.

Personally I feel and I believe that the penalties for refusing arbitration contained in this section are too drastic and too severe. It seems to me that if a Local Union, after full consideration of the matter was had, if the membership decided that they would rather go out on strike to enforce a just demand, that if the pen-

alty should be loss of strike benefits without any other penalty, that would certainly be penalty enough.

Delegate Schutz, Local 142: Mr. Chairman, I am speaking for the delegates of Lake County, Indiana, and I believe that I am expressing the sentiment of a large majority of the delegates from the state of Indiana.

We have followed the dictates of the Constitution Committee unhesitatingly up to the present time, but in trying to define the full meaning of this paragraph and subsequent paragraphs, we have begun to wonder what has prompted the committee to try to take away local autonomy in its entirety.

We have demanded of our national Congress and our state legislatures that the right to strike shall not be denied, and neither should it be abridged. And that is just exactly what our Committee on Constitutional Law is trying to do to the membership of this International Union.

I believe that any amendment that is offered to this proposed section of the Constitution should be fully written out in order that we might be able to determine just exactly the powers that are going to be conferred either upon the Executive Board or on individual officers of the International Union.

The penalties prescribed in this section of the Constitution, as the previous speaker said, are far too drastic. The loss of membership in your International Union because of the fact that we demand our right to strike, I think, is entirely too severe, and still I don't know under the amendment offered by Delegate Goudie, whether or not a member would have the right to appeal to the Executive Board if his membership was taken away from him.

In passing legislation of this kind a labor union is going to create a precedent that I believe will result in national legislation doing the same thing that this committee is trying to do, in setting up probably a Federal

board that would demand that first of all we would have to submit any question to arbitration before we would have the right to strike.

I hope that the membership here is going to consider just exactly what this and subsequent measures of this proposed Constitution is going to do to their rights.

Delegate Dunne, Local 544: I want to say in general that I believe the Constitution Committee is correct in streamlining the Constitution of the International Union. I think it should be brought up to date. I think some of the measures they have written into the proposed new Constitution are correct, with the exception of the Article on page 19 dealing with arbitration.

This hall is filled with officers of Local Unions whose duty it is to go to the employers and secure increased benefits for their members. That is our primary job, that is what we are concerned with. In the Mississippi Valley states, since the last International convention, we have been busy improving the wage scales, shortening the hours, and so on, for our Union. We have arbitrated many of the matters that came up between us and our employers in that section. We will arbitrate again and again. We do not believe that fundamentally there is anything incorrect in arbitration, except it becomes compulsory. When it becomes compulsory and it is written into the International Constitution for every employer to peruse, the outcome will be that every employer will say that we won't deal until the final cut comes from arbitration, and then we will get what we want through arbitration. I think every one here realizes that in an arbitration award it is more or less of a 50-50 proposition—you get a kick and a pat on the back. That is the way it generally turns out.

I don't believe the Constitution Committee knew the importance of this bit of legislation they are proposing here. I don't believe placing this in the hands of the Executive Board makes any difference. In my opinion,

such a powerful weapon should be left strictly to the autonomy of the Local Unions.

President Tobin: After this speaker I am going to ask for a few remarks from the Chairman of the Committee. He may be able to clarify this, and I would like to have you permit, at my suggestion, our General Counsel to express himself.

A delegate (name not given): Mr. President, after the Chairman and General Counsel express their opinions, will we still have time to talk on this?

President Tobin: Yes, but I don't think it is necessary for every delegate to the convention to talk and repeat over and over again what somebody else has said. I am doing that for your help. I think we will be able to understand the situation after we have a few more speakers along the same line.

Delegate Weber, Local 753: Mr. Chairman and fellow delegates, I have been very much interested in this debate concerning this particular amendment to our Constitution, because of the fact that I happen to be one of four officers newly elected last February, and we were confronted with some of the problems that the previous speakers have brought up. We were faced with a condition of arbitration where it was quite obvious that our employers had planned for some time that they were going to get into arbitration and, you might say, go right through us and get everything that they looked for. They demanded an \$18 cut in wages. They would not sincerely negotiate with us. They wanted the whole thing left to arbitration, and finally we decided to give them arbitration, give them so much that they would be satisfied for a long time to come.

We were able in that arbitration to maintain the wages of a good many of our members, in spite of the fact that we were able also to get shorter hours. But part of our membership did take a \$4.26 cut, to be exact, but that part of our membership would have been willing

to give the dealers a larger concession without arbitration.

However, I want to point this out, that we were extremely fortunate in being able to build up arbitration to protect the interests of our organization, because we were able to get the loan of an expert from an International organization.

We found, after looking for a man to represent us, that our International Union was not prepared to handle arbitration along the lines it should.

I do believe we should do everything in our power to encourage arbitration. I am thoroughly convinced that the demands of labor can be gotten for our membership through arbitration, and that will be a whole lot better method than the strike method.

But I do think that the terms of this amendment are extremely harsh. I believe they are somewhat dictatorial. I also realize that a good many times, through what we might term mob psychology, a large portion of our membership would be on strike when it could be settled without going on strike. I believe some other language could be found to substitute for the language, as far as the penalty is concerned. I really believe if this was referred back to the committee for re-consideration they probably could redraft that amendment to read something like this:

"That when no agreement is in force between the Local and their employers, and the employers refuse to arbitrate their dispute, they would be denied strike benefits from the International organization."

President Tobin: The delegate has occupied the time allowed, but if there are no objections I will allow him to proceed.

Delegate Weber: I will just say a few more words, Mr. Chairman.

President Tobin: You are the president of Local 753, the Milk Drivers?

Delegate Weber: That's right, I am.

President Tobin: And you have just gone through a long period of arbitration?

Delegate Weber: That is very true.

President Tobin: And you reached a settlement and your membership accepted the decision?

Delegate Weber: A very satisfactory settlement.

President Tobin: Now, will you try to concentrate on the one point of whether or not you favor or oppose the amendment, if you please, Brother Weber.

Delegate Weber: I would just like to say we should do everything in our power to encourage arbitration, but the thing I don't like is the language of the penalty that is in this amendment. I might also suggest that when such questions arise in the Local Union I believe it could be satisfactorily settled, both from the standpoint of our International Union and the protection of the membership in the local organization, if the question of the local arbitration be submitted to secret ballot.

President Tobin: Brother Gillespie tells me that the representatives here of the Railway Express organizations are wanted before the Resolutions Committee right away. We have quite a number of those unions organized. They are good unions. They are governed pretty strongly by arbitration, which is almost compulsory by the Federal Government. I wish we had more of these people.

The American Federation of Labor states distinctly that these express drivers come under our jurisdiction. They are not in our organization in several cities. When you return home see what you can do about it.

The Chair recognizes Brother Dave Beck, chairman of the committee.

Committee Chairman Beck: Mr. Chairman and delegates, I would like to preface my few remarks in support of the action of the committee by stating that the committee is indeed appreciative of the fact that there seems to be a distinct understanding on the part of the convention that this Constitution Committee, faced with a tre-

mendous task of going over this entire Constitution, tried to weigh what is to the best interests, not of this International Union as it pertains to its officers or its Board members, but rather what is to the best interests of the general membership of this International Union.

Now, we can disagree, we can have honest disagreement, and I say to you that there is not a single member of this committee appointed by your General President who has not attempted to function in behalf of recommending to this convention, based upon what our vision tells us, is to the best interests of our general membership.

Most certainly members of this committee in the various districts where they live and where they operate are known to be progressive, exceptionally progressive in that which they attempt to acquire for their membership. And I want to state in passing that the committee has no objection whatsoever to the acceptance of the amendment which is made, because there can be no exception, if, in the judgment of this convention, they feel that additional safeguards should be placed by referring the subject matter as it pertains to penalties to review by the General Executive Board.

Speaker after speaker yesterday afternoon paid the greatest compliment possible to any executive officer by stating that they had supreme confidence in General President Tobin. They said further, "Something may happen over which you have no control and you may not be with us and some one else less able than yourself or one in whom we have less confidence, until by reason of the number of years he proves the confidence that you have—we do not want to entrust this great power." The committee recognizes there is great merit in such an argument.

But there are basic, fundamental principles that must be considered. My friend Phillips, representing the bakery salesmen of San Francisco, spoke a few moments ago upon a subject matter that I personally brought to the

attention of the committee, that that was in the instance where arbitration dragged out over an unreasonable period of time, where employers were able to continue arbitration beyond a reasonable period of time, and it was for that reason that the 90-day clause was placed in the Constitution recommended to you. So that if employers did attempt to stall and delay and procrastinate in carrying to a conclusion honest arbitration, the power would be vested in the General President to say, "Just a minute, this must stop," and say it in such a manner that the employer would be confronted with a strike perhaps the following morning if such procedure did not immediately stop. That is the 90-day clause intention, and by legal counsel that is its interpretation.

Yes, we are trying to streamline our Constitution. This is a big, powerful, numerically strong organization. It cannot be handled as you would a small Local or a large Local Union. It takes in territory from the West Coast to the East Coast, from the Atlantic Coast to the Pacific, and from the Gulf up through Canada. What is a problem in San Francisco is perhaps no problem at all over in Minneapolis. Where a local situation is most serious, perhaps, in Boston, it does not occur at all in Chicago.

And so we have to try to find a common ground, a compromise between all of the positions that will more nearly equal a cross section of the jurisdiction of this International Union.

Yes, to some degree—and I want to talk frankly and plainly, because I believe that is the only honest way to settle differences of opinion—we have tried to a great extent to centralize power in this Constitution. But if the delegates in this convention feel that we have gone a step too far in the centralization of power, I want you to keep in mind that we have been actuated also to a great degree by the same sentiments that overwhelmingly represent the sentiment of the membership, the delegates on the floor of this convention; that we, too, as a committee,

have great confidence in the discretionary powers and in the fairness and judgment of the General President of this International Union.

But we have gone further to make certain that there is no abuse of that in the instance that the General President may not be with us. Up until now, under our existing Constitution, the power was vested in the Executive Board to elect a successor to the President, and no power was placed in the convention itself, the delegates and the membership. Under our present recommendation, when an emergency occurs the power is vested in the Board and General President to call an emergency convention of this International Union to meet that situation. And, after all, your members on the Executive Board are responsive to you men in the various sections of the country as a whole who elect them to office.

We are not trying to give dictatorial powers to any one, and because we are not we readily accept the amendment, if the amendment will not slow down the progress of this International Union.

Now, just a moment upon the question of arbitration. I think I understand at least fairly well, not better than any other delegate but perhaps as well, the great power that is now vested in the membership of our International Union and our Local Unions. I know in some sections of the United States today our power is almost authoritative power. But I think wise leadership will accept the great responsibility that power gives.

One speaker a few moments ago made the statement that if we write arbitration into our Constitution then it may be the forerunner for compulsory arbitration by local governments, state governments, and national governments. I hold to the contrary, that if we do not write into the provisions of our Constitution a recognition of the principle of arbitration, then in reverse we may find, by the abuse of our authoritative power in self protection, large numbers of local and state governments and the

National Government rising up and demanding, as a curtailment against the power of labor, the issuing of mandatory compulsory arbitration.

Now let us use judgment and discretion, let us control our own destinies, let us say to the general public and to the Government, "Yes, we recognize the right of arbitration, it is a development of the solution of the economic question, and we are going to wield this power with judicial consideration, we are going to exercise the right to arbitrate within ourselves." We are not going out here and permit any Local Union or any organization or any individual to become drunk with power. We are going to so word this Constitution, we are going to so operate this organization that we will have the authority vested in people in whom we have confidence to place restraint upon individuals who are not wild with power.

Another speaker said——

A Delegate (name not given): I rise to a point of order. I think the chairman of the committee has used his allotted time.

President Tobin: The time allowed by the rules to a delegate has now been used by Brother Beck. Are there objections to his continuing?

(A number of delegates objected.)

President Tobin: The point of order has been taken that the delegate has used up the time allotted, 10 minutes. We are wasting a lot of time. It is customary in the American Federation of Labor, under those conditions, when some speaker has reached the time limit, for the convention to allow him to continue, by a majority vote.

Delegate Maroof, Local 889: I am quite in accord with the general idea, as you can see, of the group not wanting this constitution imposed on us, but I would still rather have the light that might be shown us by Dave Beck, I would rather we would let him talk. I feel it would be

for our good to allow him a few more minutes' time, and I would like to express myself.

I would like to make a motion that we allow him a few more minutes' time to make this real clear to us.

The motion was seconded.

President Tobin: What was your motion?

Delegate Maroof: Here is my idea. I want to make a motion that we allow him three more minutes, or as many minutes as is necessary.

President Tobin: Do you want Brother Beck to have three more minutes?

(There was considerable confusion on the floor at this time.)

President Tobin: If you men don't let me put these motions you will be here for an unlimited time. The motion is in order. Any delegate can make such a motion at any time for any other person. The motion is that Brother Beck be allowed three minutes to continue.

A voice vote was taken on the motion, and the Chair declared the motion carried.

A number of delegates expressed opposition to the finding of the Chair that the motion had been carried.

President Tobin: Well, boys, I see what I referred to in the first day of the convention is beginning to express itself. No one doubted that motion or questioned it at the time I declared it. Consequently the motion is in order. It was my judgment, from the sounds on the air, that the majority were in favor of the motion.

A Delegate (name not given): I have been standing here for the last five minutes trying to get this microphone before the motion was put on the floor. We want a roll call on this motion.

President Tobin: The delegate will take his seat. I will recognize you in time.

Delegate Considine, Local 33:—

President Tobin: For what purpose does the delegate rise?

Delegate Considine: I am rising to a point of order, and according to the rules I think I am within my rights.

President Tobin: State your point of order.

Delegate Considine: My point of order is that whether or not the Chair thinks this action is for the best interests of this organization, he has plainly usurped the authority of the organization by stating that this vote was carried, when everybody else knows it wasn't.

President Tobin: I don't understand your point.

Delegate Considine: You can understand me if you will.

President Tobin: What was your point?

Delegate Considine: Mr. President, I am not trying to act smart, but I am standing on my rights.

President Tobin: What is your point of order? State your point.

Delegate Considine: My point of order is that this was not a tie vote, and you should not have so decided.

President Tobin: The point of order is not well taken, because the Chair made a decision and there was no appeal from that decision.

Delegate Considine: Well, I appeal from the decision of the Chair.

President Tobin: It is too late. The action of the convention has been taken.

Delegate Considine: I am appealing from the decision of the Chair.

(Several delegates from the floor demanded a roll call.)

President Tobin: The Chair will ask Delegate Beck to give up the privilege granted to him by the convention.

There were still demands for a roll call.

President Tobin: Now, listen—if you are going to act like a lot of children, all right. You must respect the rules of this convention and the decisions made by the Chair. Now Mr. Considine, the delegate here from Local 33, is entitled to his expressions, but he is not entitled to

his insinuations, and if I were to insinuate what I have in mind it might not be so pleasant for Delegate Considine.

Delegate Lester, Local 33: I move the regular order of business be resumed.

President Tobin: The regular order of business is a special order of business dealing with finances, at 11:30 o'clock, but we have not reached that time.

Delegate Lester: As I understand, Brother Beck volunteered to forfeit the privilege of talking. Is that right? And I further understand that the convention still wants to hear him, so Brother Beck should talk, I think.

President Tobin: Do you want to continue?

Committee Chairman Beck: If they desire I will talk.

Again a number of delegates said, "No, no."

President Tobin: Now, Brothers, don't act like a lot of children. Listen to the proceedings and the regular order of business. Brother Beck has the floor. No other delegate will be recognized.

Delegate Henry Frank, Local 584: I rise to a point of order. There are 1,800 members in this convention, and it appears to the 1,800 or a good majority of the 1,800, that the Chair and the committee on the platform are acting a whole lot more childish than the delegates to the convention.

President Tobin: The point of order is not well taken.

Committee Chairman Beck: Mr. Chairman and delegates, the Chairman assures you that I can conclude with my remarks——

The chairman of the committee was again interrupted by cries of "No, no" from the floor.

President Tobin: The delegates will be in order and Brother Beck will proceed.

Delegate Schutz, Local 142: Why can't the question be settled by a rising vote?

President Tobin: It could. I will put the question as to whether you want Brother Beck to continue or not.

Vice President Goudie: I move that the subject matter

be referred back to the committee to be redrafted and again brought before the convention.

The motion was seconded.

President Tobin: The motion to refer back to the committee to be redrafted is in order. There is no discussion on reference of a subject matter to a committee. As many as favor the adoption of the motion will signify by saying "Aye." Those opposed will say "No."

The motion to refer back was carried by a practically unanimous vote.

President Tobin: It seems to be a vote. It is a vote. The matter is referred back.

We will proceed with the next order of business.

Supervision Over Strikes and Lockouts

SEC. 4. He shall have supervision over all strikes and lockouts and shall, when reasonably possible, cause to be investigated any strike or lockout and have report made to his office by a representative assigned by him for that purpose. He shall be empowered to declare any strike or lockout illegal if said strike or lockout is not in conformity with International laws.

Delegate Lyons, Secretary of the Committee: On behalf of the committee, I move adoption of the committee's report.

The motion was seconded.

Delegate Lacey, Local 816, raised a question as to the wording of the section on the question of the legality of strikes or lockouts.

Delegate Farmer, Local 889, suggested that inasmuch as this was a new section that the word "President" should be used in place of the pronoun "he."

Committee Chairman Beck stated that where the pronoun "he" was used in the Constitution in all instances where it pertained to the General President it applied to the General President and it had been passed on by legal counsel and was in conformity with the laws.

Delegate Frank, Local 584, asked as a point of information as to the definition of "lockout" and who created them and whether the General President could declare one illegal.

President Tobin: If the lockout is by your employer and it is a legal lockout, the General President cannot and never has declared them illegal. If you study the Constitution you will find from time immemorial in this organization it is the employers that create a lockout.

Delegate Lutz, Local 753: I wish to amend this Section 4 of Article VI to read: "The Executive Board shall have supervision over all strikes and lockouts and shall, when reasonably possible, cause to be investigated any strike or lockout and have report made to his office by a representative assigned by him for that purpose. The Executive Board shall be empowered to declare any strike or lockout illegal if said strike or lockout is not in conformity with the International laws. The Local Union shall have the right to appeal from the decision of the Executive Board at the next regular convention."

The amendment was seconded.

On being put to a vote the amendment was lost.

On the motion to adopt the report of the committee, after a voice vote, Delegate Cancilla, Local 265, called for a division. The Chair appointed tellers to count the hands, and the motion to adopt the report of the committee was lost on a vote by show of hands.

Delegate Feir, Local 127, moved that the section be referred back to the committee and that they come in with a different proposal on it.

The motion was seconded and, on being put to a vote, was lost.

Approval of Wage Scales and By-Laws of Locals

SEC. 5. The General President shall have the power to approve or disapprove all wage scales and by-laws of local unions.

Delegate Lyons, Secretary of the Committee: On behalf of the committee, I move the adoption of the committee's report.

The motion was seconded.

Delegate Lacey, Local 816, expressed disapproval of the committee's report, stating that he felt that it gave one man too much power.

Delegate O'Rourke, Local 282, supported Delegate Lacey in his remarks and stated that he opposed the report of the committee 100 per cent, so far as wage scales were concerned.

Delegate Lutz, Local 753, opposed the report of the committee and stated that he felt the proposed article was not in conformity with the Constitution of the United States, with the Bill of Rights, with the provisions of the Wagner Act, nor was it in conformity with the expressions of the General President or in line with the expression of President Roosevelt in his address to the convention. He stated that he felt that a Constitution should be adopted with full democracy in order to rally the unorganized.

Delegate Goudie, Chicago Joint Council, stated that this proposed clause only gave the power to the General President that he had always had and should have, the approval of wage scales and by-laws. He expressed opposition to anything that would mean an amendment providing that the Executive Board be called from all sections of the country to sit in on every wage scale and by-law submitted by a Local Union to the International, and stated that this section provided no more authority or power to the General President than had been given heretofore.

Delegate Frank, Local 584, expressed himself as in opposition to any changes in the Constitution that would grant dictatorial powers to any official.

Delegate Eslinger, Local 541: I would like to make an amendment to the motion that the two words "wage

scale" be stricken from this section. It would read: "The General President shall have the power to approve or disapprove all by-laws of Local Unions."

The amendment was seconded.

Delegate Dunne, Local 554, moved as an amendment to the amendment that the old section be substituted for the proposed new section. The old section reads: "The General President shall assist and advise Local Unions, draft agreements when called upon, and approve local by-laws."

The motion was seconded and carried.

President Tobin: There was a suggestion made yesterday that we have a special order of business at this time and it was approved, and we will take up that question.

If you will give your attention to the committee we may be able to dispose of some important business before our noon adjournment. Give your attention to Brother Lee, Secretary of the Committee on Officers' Reports.

Delegate Lee, Secretary of the Committee on Officers' Reports, submitted the following partial report:

PARTIAL REPORT OF COMMITTEE ON OFFICERS' REPORTS

Mortuary Benefit Fund

Your committee has given careful consideration to this most important recommendation of our General President. The committee believes that the reasons assigned by the General President for the establishment of this fund are sound and beyond question. In fact, your committee would be inclined to recommend the adoption of the plan except for the fact that this country is at the present time confronted with great social and economic problems in which an organization as large as ours must participate. Being confronted with the selective draft, possible conscription, and even the dangers of war, any plan would have to take into account the probable mor-

tality risks arising from military and naval service. In an organization such as ours, with the large percentage of members of military age, problems of this character are of great consequence.

It is therefore the opinion of the committee that it is advisable to postpone the adoption of such a plan until the next convention, by which time it is hoped the war in Europe and the uncertainties confronting our own country will have disappeared. Then a plan of this character can be adopted in relation to normal circumstances rather than the unusual ones which confront us at this time.

Your committee therefore recommends that the General President appoint a special committee six months before the next convention of the International Brotherhood, charged with the duty of making a complete inquiry and investigation into the plans and methods of mortuary benefit funds in this country, so that this special committee may report on a sound, consistent plan for adoption by the next convention.

Your committee further recommends that the General President be authorized to approve expenditures by this committee in line with the provisions of the International Constitution.

Delegate Lee, on behalf of the committee, moved adoption of this section of the committee's report.

The motion was seconded.

Delegate Fred Smith, Local 346, stated that he felt that some form of death benefits should be inaugurated without waiting for the next five years. He expressed the feeling that some provision should be made to pay a death benefit regardless of any social upheaval, instead of waiting for another five years. He stated that a death benefit they had in their Local was the chief means of keeping that Local together. He asked that the convention reject the report of the committee and return it to the committee to bring in a recommendation granting at least a minimum of \$300 to each beneficiary of the members of the International Union.

Vice President Goudie in the Chair.

Delegate McGarry, Local 251, opposed the report of the committee and said that he felt that at all times the organization should take care of the rank and file through a mortuary benefit. He called attention to various International organizations that had provisions in their constitutions for the payment of a mortuary benefit and stated that he felt it was one of the main elements in holding an organization together. He suggested that the convention go on record as providing in the Constitution and By-Laws the inauguration of a mortuary fund at this convention.

Delegate Bartlett, Local 359, concurred in the recommendation of the committee to delay the matter until the next convention, first because he felt that the creation of a death benefit fund would necessarily mean increase in expenditures by the International Union, which in turn would call for an increase in per capita tax. He said further:

"I would like to reflect for a moment on the history of death benefit funds in this country. I can recall certain associations, International Unions which have established death benefit funds that have actually acted as a detriment to the local unions of those Internationals. During the depression days of 1929, up to 1933, several thousand workers were laid off because the economic system had apparently started to flounder badly. These members had paid into their International Unions for periods of 20 or 30 years, and they found themselves laid off and found it necessary to take out a withdrawal card. They faced the spectre of losing everything they had put into that union for death benefits.

"Of course in many of these unions where they have established funds in the interest of their membership they decided to pay the necessary per capita tax for these members out of the treasuries of these unions, in order that their loyal members would not lose any death bene-

tality risks arising from military and naval service. In an organization such as ours, with the large percentage of members of military age, problems of this character are of great consequence.

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"Of course in many of these unions where they have established funds in the interest of their membership they decided to pay the necessary per capita tax for these members out of the treasuries of these unions, in order that their loyal members would not lose any death bene-

fits. The result was that these treasuries, large ones in many cases, were depleted.

"I know that a great deal can be said in behalf of death benefits. It is a humanitarian proposal and personally I am in favor of death benefits, but I am in favor of those benefits coming from the International funds, and if the International fund cannot afford it I am afraid I will have to oppose the idea of a mortuary fund, because it would increase the per capita tax and necessitate an increase in local dues."

Delegate Thompson, Local 45, spoke in favor of the adoption of the report of the committee. He said, in part:

"Primarily, this organization is a labor union, and the principal purpose of our existence is to improve the wages, hours and working conditions and to organize the unorganized workers of the United States. We have from two to two and one-half million unorganized people under our jurisdiction.

"Admitting that this idea of a mortuary fund is fine and humane, then nevertheless the local treasuries and the International treasury in my opinion can best serve the interests of the nation and the people engaged in our craft by devoting all of our time and all of our finances to the organization of a Union that will in time amount to almost 3,000,000 people."

Delegate Wheeler, Local 672, opposed the committee's report. He stated that he belonged to a small organization, and it had been found that when members transferred from one local to another, these members often lost their mortuary benefits because of their age and because of the fact that the local to which they transferred did not provide for such benefits.

He asked to be recorded as being opposed to the committee's report.

A large number of delegates called for the question.

The motion for the previous question was adopted.

The motion to adopt the committee's report on the section under discussion was carried.

Delegate Lee, secretary of the committee, continued the report as follows:

Per Capita Tax Increase

Your committee has given careful consideration to the recommendation of the General President for an increase in per capita tax. Your committee has recommended as it pertains to mortuary benefit fund being established and the postponement of such action for consideration of the next convention of the International Brotherhood.

Inasmuch as a good percentage of an increased per capita tax would be utilized for a mortuary benefit fund, it is the unanimous opinion of the committee that there should be no tax increase at this time. Your committee recommends that a proper constitutional amendment be drafted, empowering the General Executive Board to transfer necessary funds for organization work, legal work and general expenditures from the defense fund to the general fund whenever, in the judgment of the General President and the General Executive Board, such action is in harmony with the interests of the International Union.

Your committee commends the General President for his careful analysis of the needs of the International Union for per capita tax increase but feels that under existing conditions it is not opportune at this time to take this action.

The committee is of the opinion that it is a subject matter that cannot be delayed indefinitely and should come before the next convention of this International Brotherhood.

Delegate Lee: Mr. Chairman, the committee recommends adoption of this report.

The motion was seconded.

Delegate Lacey, Local 816: Mr. Chairman and members of the convention, I happened some 20 years ago to have been placed in a rather embarrassing position, on the question of a mortuary benefit coming up at the con-

vention at that time. We raised the per capita tax from 15 to 30 cents, with the object in view of having a mortuary benefit. The matter was left in the hands of our Executive Board, and it was stated at that time that it was an inopportune time. To my recollection I believe we had in the neighborhood of \$560,000 or \$650,000 in the treasury at that time.

Vice President Goudie: Brother Lacey, do you rise to oppose the recommendation of the committee? You are talking on the mortuary benefit, which has been disposed of.

Delegate Lacey: I am leading up to my feeling, Mr. Chairman, on the question of the postponement of the mortuary benefit, relative to the dues question.

Vice President Goudie: That question has been disposed of.

Delegate Lacey: Mr. Chairman, if I am not mistaken there was a recommendation by the committee as to funds in the treasury of the International Union. That is what I am coming to, and I believe if the committee has the right to make reference to it at least I can discuss it.

Vice President Goudie: The question of funds was simply that the committee recommends that at such time as it is necessary to transfer some of the funds from the Defense Fund to the General Fund, the Executive Board is empowered to do that.

Delegate Lacey: That's right, and I am talking on the same question, if you will allow me.

Vice President Goudie: You are talking on the mortuary benefit.

Delegate Lacey: I am talking on transferring funds, Mr. Chairman. You can call it what you may.

Vice President Goudie: The committee does not propose transferring anything to the Mortuary Fund. It is simply to transfer, if necessary at some future date, the funds from the Defense Fund, or a certain portion of them, to the General Fund to carry on the business of the International Union.

Delegate Lacey: In other words, I am led to believe that the mortuary fund is buried for the next five years?

Vice President Goudie: Right.

Delegate Considine, Local 33: I am trying to find out, Mr. President, what proportion of the fund it has been understood will be transferred. Has that been decided?

Vice President Goudie: There may not be any funds transferred. It all depends on the condition of the treasury. It may not be necessary to transfer any of it, but the Executive Board, according to the recommendation of your committee, is empowered to transfer the necessary amount if it is deemed necessary to do it.

Delegate Considine: That is just what I am trying to get through my cranium—just what is going to be understood as a necessary amount. Is anybody in position to tell?

Vice President Goudie: My only answer to that, Brother Considine, is that you can't cross the bridge before you come to it.

Delegate Considine: It does seem that we always have children among us, regardless of how old they are. I am trying to get a sensible understanding of just what the committee is doing. I am not trying to be smart.

Vice President Goudie: Let the committee chairman explain it to you. I thought he explained it.

Committee Chairman Lewis: In the recommendation of the General President he called attention to the need of more money in the General Fund for organizational work of this International Union, as well as for the extensive legal matters that we were confronted with. The recommendation of the committee is that whenever the General Fund needs additional money for the purpose of carrying on the organizational work of this International Union, as well as defending the International Union in legal matters, or taking up legal matters necessary to the proper conduct of the business of the International Union, in that event and in the event of the depletion of the general treasury beyond their ability to carry those works

forward, that then and then only shall the General Executive Board be authorized to transfer the necessary funds into the general treasury, in order to carry on the organizational work and the legal work necessary for the proper conduct of this International Union.

Delegate Considine: That is just exactly what I understood, and what I am trying to find out is if the General Executive Board, or whoever has charge of transferring the funds, will deem it in their wisdom to transfer all of the funds and leave the Local Unions without any recourse for strike benefit when they need it.

Vice President Goudie: Absolutely not.

Delegate Considine: It hasn't been said they won't.

Delegate Murphy, Local 225: I think if a lot of the delegates knew that the money could be transferred for the purpose of establishing a statistical department they would go along with the recommendation of the committee.

Vice President Goudie: I don't know what some of them want. It seems hard to please, as the chairman said. You were opposed to any increase in tax, and now all the committee recommends is that if at any time the General Fund is depreciated, the General Executive Board be given power at that time to transfer part of the strike fund to the General Fund. How would you carry on your organization otherwise?

A large number of delegates called for the previous question.

The motion for the previous question was carried.

Delegate Ford, Local 34: A point of information. Is it also the recommendation that the 30 cents per capita tax be left there the way it is?

Vice President Goudie: How can you change it?

Delegate Ford: I want to find that out. Is that left the same way?

Vice President Goudie: Certainly.

Delegate Lee, Secretary of the Committee: Mr. Chairman, this concludes the partial report of the committee, and I move its adoption.

The motion was seconded and carried by unanimous vote.

Vice President Goudie: We will now hear the report of the Committee on Constitution.

REPORT OF COMMITTEE ON CONSTITUTION (Continued)

Delegate Lyons, secretary of the committee, continued the report as follows:

Power of General President to Appoint Trustees and Duties and Obligation of Locals Under Trusteeship

SEC. 6. (a). *If the General President has or receives information which leads him to believe that any of the officers of a local union are dishonest or incompetent, or that the organization is not being conducted for the benefit of the trade, he may appoint a Trustee to take charge and control of the affairs of the local union.*

(b). *The Trustee shall be authorized and empowered to take full charge of the affairs of the local union, to remove for the period of his trusteeship any or all officers and appoint temporary officers during his trusteeship, and to take such other action as in his judgment is necessary for the preservation of the local union and its interests. He shall report from time to time on the affairs and transactions of the local union to the General President. His acts shall be subject to the supervision of the General President.*

(c). *The suspended officers shall turn over all moneys, books and property of the local union to the Trustee, who must receipt for the same.*

(d). *Temporary officers and trustees must be members in good standing of local unions in good standing. They must give bonds for the faithful discharge of their duties, satisfactory to whoever appointed them, which shall not be less than the amount of money they are apt to handle.*

(e). The Trustee shall *take possession* of all the funds, books, papers and other property of the local union and tender a receipt for same. He shall pay all outstanding claims, properly proved, if funds are sufficient. If the funds are not sufficient he shall settle the most worthy claims, *as his judgment dictates, unless otherwise provided for in this Constitution. When the Trustee recommends self-government be restored and such recommendation is approved by the General President, the Trustee shall return all funds, books, papers and other property to the local union. If, however, the charter of the local union is suspended or revoked, then any balance remaining to the credit of the local union shall be forwarded to the General Secretary-Treasurer, who shall hold it in trust for the purpose of reorganization.*

Secretary Lyons: Mr. Chairman, the committee recommends the adoption of this section as read.

The motion was seconded.

Vice President Goudie: It has been suggested that it was necessary to revise this particular portion of the by-laws. It is suggested that Judge Padway, our legal counsel, inform you of the reasons for so doing. Will you kindly give him your attention?

Judge Padway: I will try to talk very rapidly and make some explanations in connection with the entire Constitution, and particularly this provision, so you will understand what we are driving at.

In the first place, I want you to understand that I have no right and I hope I never will have to inject myself into the policy of your organization. That is not the duty of the General Counsel. I am not an officer and I never shall do that. I am told to do a job. I may be a poor lawyer, I may be a good lawyer, I may be a good draftsman or I may be a bad draftsman, but I tried to do the job as given to me.

I am pleased about one thing that happened this morning, and that is this. Your President told me, when I sat with your committee, to put no jokers into this Consti-

tution, to put nothing in here that could not be understood by the humblest person who can read the English language. And from the debates that have been going on here this morning it has been a revelation to me to find men who can so intelligently debate and discuss things so as to give me some enlightenment I did not have before. But I am satisfied there is not a single joker. If it is intended to give power to the President it is clearly stated. If it is intended to give power to the General Executive Board it is so stated. We have tried to hide nothing.

For instance, the question was asked here by a gentleman, can the President declare a lockout illegal since the lockout is declared by the employer and not by the union? That is a very sensible question. That provision standing alone, that man made a very fair and intelligent argument. But these things must be read in connection with other sections. It may not be a lockout under the definition of what we have put in our Constitution. Why? Suppose you went to your employer and suggested that he contribute \$10,000 to the Catholic Church, and he didn't do it, and you went after him so that he suddenly locked you out. That would not be a legal lockout. There are certain circumstances in which your General President will have to determine whether a lockout by the employer, in order to entitle you to benefits, is legal or illegal from the standpoint of the International laws.

There are other things. You voted down that simple provision—and I am merely mentioning this to illustrate the matter to you—you voted down Section 5, which reads: "The General President shall have the power to approve or disapprove all wage scales and by-laws of local unions."

Gentlemen and delegates, I tell you that that power is less than the power that you now have in your present Constitution. If you take the present Constitution, Sections 62 and 63, you will see that not only has the President the power today to approve or disapprove of your wage scales, but you cannot submit a wage scale to an

employer before you first submit it to the President for his sanction. In other words, we lessened the power of the General President rather than extended the power of the President in that regard. We streamlined it.

I am going to read to you in a moment a provision in which we used three lines, and in which we tried to replace Sections 62 and 63, composed of about 40 lines. These things were very uncertain, very unclear in your own Constitution, and we wanted to put it in three lines in simple language that anybody could understand. And so we said: "The General President shall have the power to approve or disapprove all wage scales and by-laws of Local Unions." No more necessity for "sanction," no more red tape, no more difficulties. If you will take Sections 62 and 63 you will see the powers are now there. You haven't voted anything down, you haven't taken anything away, you have merely left the things as they existed before. If you want to deprive your President of that power then you must take your present Sections 62 and 63 and change them.

I am going to come to the particular question we are discussing, the question of trusteeships. That is a very difficult problem. We would like to have put in a better provision than we have here, but there have been so many decisions by courts on the subject of trusteeships that we must conform to those decisions—we must do something that conforms to the decisions. There is a case right now in Boston that has been going on for six or seven weeks. The General President and I were present, and your attorney from Boston was present for two days when he testified before a court commissioner on a deposition, all necessary because there are three words in your Constitution, which if they were not there they would have perhaps avoided the expenditure of several thousand dollars in court costs. Maybe this will be the determining point in the suit.

On page 20 of your old Constitution it says this:

"If the General Executive Board, when in session"—what is meant by "when in session"? The courts are construing that to mean that they have to be called together, they have to sit in Indianapolis, in New York, or somewhere else, and even though the General President got a telegraphic consent or got the consent of all the members of the Board in writing, as he did in that particular instance to take the action he did against that local officer, the courts may not recognize it because you have in here the words "when in session."

It has been an arduous task to coordinate this Constitution and have it fit in with decisions of the courts. It is not what we want to do, but what the Supreme Court tells us to do.

I have drafted many International constitutions in the past years. We took those provisions that have stood the test of time, that have had the approval of the various courts, and we have tried to give you something that will stand up in court, that the courts will understand. We have tried to take away this uncertainty that you are always confronted with, so that the moment you have a lawsuit involving your officers you shall not have to seek "Philadelphia lawyers" and pay costs and go through rather expensive trials.

Your Constitution should be written so you and everyone else can understand it. We have tried to preserve the language of the present Constitution wherever we could.

You have here, my friends, practically the same thing as you have in your old Section 40, except this, that the General President may act when he receives this information, instead of the General Executive Board. I have nothing to do with policy, but let me explain this to you. When you get into a situation which requires a receivership you have to act quickly. When you act on a receivership you cannot call your Board into formal session. But there must be some general power and authority in the head of an organization, some power more concentrated than the General Executive Board—not to

give a man more power but to give him more authority to function. That is not inconsistent with democracy, that is consistent with democracy.

The President of the United States can veto a bill passed by Congress, composed of 600 Representatives and 96 Senators. He vetoes that bill, and they can only override it by two-thirds vote of both houses. And why? Because it is a safety cap, it is a check, it is a balance. The President of the United States may pardon a man who has been convicted of a crime in the lower Federal courts and affirmed in the United States Supreme Court. He may be sentenced to death, and yet the President is given the reserve power to release that man and to grant him a pardon. He may never use the power or use it improperly. But if you have a General President or a general officer who you think enough of to elect him to office in a convention, then you must centralize and trust some power in that individual, you must authorize some reserve power to be called into play when it is needed.

If it were not for that reserve power you would never have had the Panama Canal, for it was strenuously opposed by forces opposed to Theodore Roosevelt, who said, "I have the reserve power, being Chief of the Army and Navy, and I'll use it." If it were not for the reserve power of the Prime Minister, Disraeli, of Great Britain, it would never have had the Suez Canal today. If it were not for the reserve power given to President Wilson to appoint Justice Brandeis, you would never have had the Senn decision on picketing.

What is all this fear? Is it that the General President will destroy your Locals, take away your right to strike, take away your property? Yes, you may give him that reserve power and he could so use it, but how long would he last, how long would his head lie upon his pillow and his conscience be clean if he denied your fair and just rights? The reserve power in an individual is not dictatorship. Dictatorship is this: Acting unconstitu-

tionally, like that man in Germany who two years ago put to death 180 people.

This receivership clause, my friends, is here merely to give the head of your organization in periods of emergency the authority to function quickly, adequately, and in conformity with the necessities of the occasion.

Delegate Bartlett, Local 359: I rise to a point of order, Mr. Chairman. Just a few moments ago President Tobin raised the question of the tremendous cost of this convention, and although I would like to listen to all sorts of speeches that are bringing us information, speeches that would educate us on certain things, yet if we are going to sit here and listen to a lot of things that we already know, I think we did something else, in order to accomplish a little for our membership back home. I call for a point of order on that question.

Chairman Goudie: The Chair will leave it to the convention. Does the convention desire to have Judge Padway continue?

By a voice vote, a very large majority, the convention indicated its desire to hear Judge Padway continue.

Judge Padway (continuing): Thank you ever so much, my friends. Perhaps I am making more or less of a speech, but it is the only opportunity I will have to do so before this body for five years.

Now, delegates, let me say this to you, and take this back with you, that democracy is not always majority rule. Democracy is this, and engrave it upon your hearts and minds—democracy is the preservation of the rights of minorities. If the Catholics in the United States are in the minority, democracy in the Constitution reserves to them the freedom of religious worship. That is democracy. Democracy is the right to protect the humblest individual member—to give him a trial, furnish him with charges and bring him before a tribunal, give him the right of appeal even up to the general convention. Democracy is not always the right of a simple show of hands. Now democracy is something different. A humble

citizen can go into the courts of the United States, attack an act of Congress, and he can perhaps come out with a decision of the Supreme Court that the act is unconstitutional. That is democracy—the right of the single individual to contest with his Government, to contest with his legislature, to contest before his Supreme Court, if you please, to contest there and find out whether or not his individual rights have been trod upon.

Now, then, we must consider this particular amendment. Receiverships are emergencies when you start out, and they are emergencies if they continue. This is intended for the preservation of your Local Unions. The courts have said that unless you do repose power in an authority to appoint those receivers, unless those receivers are provided with certain duties by an authority vested in some person, you will get into trouble with the courts. Lawyers will tell you that receivers stand in the shoes of the Local, stand in the shoes of the officers. If you must have receivers—and you must under certain circumstances, as the St. Louis boys can tell you of the Movie Operators' case—I say you must repose power in some authority that can act quickly and tell the receiver what he may and may not do. You may think this dictatorial—it may sound so, but, after all, delegates, you have got to place power in somebody, just as your own Local Unions invest power in your president, your secretary and your executive board. But you can get together in the Locals overnight. You can't do that with the General Executive Board.

This particular section was drafted in conformity with the decisions of courts as we read them. If you want to go ahead and change it and put it in the hands of the General Executive Board you can do so, but it will move slowly, you cannot function quickly, and it would not be wise.

We give you the benefit of our legal opinion. We have used whatever humble ingenuity God has given us to draft this in language you can understand. We have

taken these court decisions and correlated them and framed this clause; the committee talked it over, we called in our stenographers and we drafted and re-drafted it and then came to the conclusion that this would stand the test in the courts and will prevent expensive litigation, will prevent engaging lawyers as, for instance, we are having to do in Boston.

When you go into a court, judges pick up the Constitution and they say, "Where is that power in the Constitution? Show it to me." And if it is not there they decide as they please.

And there is a tendency today, delegates, for courts to inject themselves more and more into the internal affairs of labor organizations. That is due in a measure to the legislation we have, such as the Wagner Act, the Public Contracts Act, the Walsh-Healey Act, the Social Security Act. More and more we are coming in contact with law; therefore, Government and courts are injecting themselves into our affairs.

But we must at least set up our own judges first.

Why should you object to going to your judge here, when, as in the Brewery Workers' case, you must go before other judges? Why isn't your General President better equipped with a knowledge of your affairs than Judge Goldsborough, who passed on the dispute between the Brewery Workers and the Teamsters?

We have worded this in an endeavor to give no one nor take away any rights or property except during a necessary emergency for that period. We now tell the courts we are governing ourselves with our own courts, our own officers, our own tribunals, with our own appeal tribunals, so that we can function adequately. I think this section does the trick.

President Tobin: I haven't talked on any subject this morning, and I will let you decide. Whatever you do here I will try to carry out your laws. All I have ever done was to carry out the instructions you have given me in this convention. I have endeavored in all the years I

have served you to serve you faithfully and without any feeling whatsoever, except that of a trade unionist.

I want no dictatorial powers. He who insinuates such a statement is not sincere. Whatever powers I have, you gave them to me and you obligated me under oath to carry out these orders, and I have never violated that obligation.

If you men think that you become a law unto yourselves you are making a mistake. There has been no time in my administration that I have been mentally distressed as much as when I am called upon to appoint a receiver. If I were to go over the Constitution, with the powers that you have given me, with a microscope, I would have appointed many more receivers than I did, but I use every means in my power, I appeal to every human angle in the district and in the Local before I appoint a receiver.

I was initiated in the beginning of the year 1900 into the Truck Drivers' Union of Boston. I lost my job because I went to the Niagara Falls convention. I was in that convention, joined hands with the New York delegates and many of the Chicago delegates that later laid the foundation for an organization of our craft by bringing together two divided bodies of teamsters. When I returned I was discharged for being an agitator and found it difficult to find employment.

I did find employment at \$12 a week, working 12 hours a day, and shortly afterwards I was elected business agent of my own union and then president of the Joint Council. There is no phase of the duties surrounding an officer to which I have not served an apprenticeship. Consequently, I know what the officers have to undergo. I know the disgruntled element. I know the officers must use the keenest kind of penetration in analyzing the human elements in Local Unions before you make a serious decision.

This Union that I served my time to and in which I was initiated and in which I now hold membership, was

tearing itself to pieces some two years ago. Last Labor Day two years ago I had to go into that Local of my own that I helped to create and for which I worked, and I had, because of the actions that were going on there, to revoke the charter by order of the Board unless they changed their tactics. I spent four hours in that meeting and they decided to obey the decisions of the General President and the International Executive Board, and with tears in my heart, with pangs in my brain, I appointed a receiver over my own Local. That receiver was John English. He took that Union from the very edge of destruction and disruption and placed it inside of a year and made it what it is today, one of the finest Unions in this country—not the finest, but one of the finest. There is not a member in that Local Union that does not respect and honor the International and that Constitution that gives the International President that power to save them from destruction.

Now, then, you men have read the papers, especially articles by a certain columnist who is continuously attacking the American Federation of Labor for its failure to carry on in the interests of the membership and appoint men to handle the affairs of the International Union. The Federation cannot do that. It hasn't got the power. The Federation is a mutual body where men federate mostly for legislative purposes and for settling jurisdictional disputes. Mr. Green has been attacked because he has failed, as this writer has said, to function. Mr. Green has advised, but his advice was set aside.

I warn and caution and almost appeal to a Local Union before I consider appointing a receiver. Out in Oakland, Calif., Local 70, another Truck Drivers' Union, a powerful, fine organization, was torn asunder, destroyed with every kind of disturber and agitator. The Local Union, the membership of that Local Union and of that community appealed to me to appoint a receiver. The Joint Council on both sides favored such procedure before I acted, and I did appoint a receiver. I appointed the pres-

ent organizer, Joe Casey, who is here in this convention, the son of Mike Casey, who is a member of Local 85, Truck Drivers, and in nine months Casey had that Union functioning out there, money almost quadrupled, their building paid for, and turned back the property to their Local Union, and today they are here represented as a sound, first-class organization of the International Union.

Over in New Jersey there is every kind of element working in some of our Unions. And lo and behold, the courts in New Jersey decided to appoint a trustee or a receiver over one of our Locals, Local 641, and he stayed in there until most of the \$70,000 was used up.

The point I am trying to make is this—I have the powers now, and when I say “I,” I am still the President, my term of office expires the last day of November—but whoever your General President is, you are making laws for the future and you must give him a certain power, with certain restrictions on him by the Board if he violates those powers. The Board has the right to advise him of such violation with certain other qualifications in the Constitution.

For 33 years those powers have been delegated to me by unanimous vote. I don’t look for that power. The more power you give me the greater my responsibilities. But unless you do center that power on some head and hold him responsible you are not going to continue to function as successfully in the future as you have in the past, and I know what I am talking about.

There isn’t a court in the country that doesn’t say, “Why don’t you make these laws more clear? Why don’t you define them in language that won’t contradict itself?” That is what we are up against.

In the case of the Boston Newspaper Drivers, I did not want to appoint a receiver, but 90 per cent of the membership of the Local appealed to me. I wouldn’t then act. It went to the Joint Council, and unanimously the Council implored me to act. I knew the situation was bad. There are delegates here from that Local. And when the affil-

iated organizations on the Council made an appeal I appointed Organizer Harry Jennings. The Massachusetts judiciary has a fine reputation, but because the Constitution is not clear the Master has been compelled to listen to every kind of evidence and has held up a decision which we expect eventually will be granted sustaining the International Union. But if your Constitution was clear, not giving more power, but clarifying the powers there, then that Local Union would not have been compelled to go to this enormous expense.

I am going to say this to you—I have tried to advise our Unions through the columns of our Journal. I can only go just so far because it becomes a public document. I have tried then to call in officers and tell them other things in privacy in order to protect them from destroying themselves. And they promised, and afterwards they would fail to carry out their agreements, believing that they were individuals that could escape anything, and eventually they were relegated out of the Union by the courts and some of them penalized even worse than that.

There has been a case here that has come to my attention since your convention was in session, a case in which the International was not involved. This International is not involved in 99 per cent of the cases. It is the Local Union and the Local officers, and we cannot involve the International Union in cases where Local Unions and Local officers are violating the national laws and the orders of the national officers, and we won't, because it cannot be done, we cannot destroy the membership of the rest of the country because some Union in Boston or in Cleveland or in New York or in Los Angeles, because they get in trouble, because they have violated the laws. I am the President and your Board is the General Executive Board of all of the membership and not one part, and those officers refusing to listen to right or reason, believing that they were living in the same environment

as years past, continued and eventually found themselves eliminated by the courts and perhaps in prison.

I went into this case with this Local Union since I came to the city and I advised them what to do. That officer has left the city and he has left here as a delegate. I advised them more than once that I don't hold that there is any guilt, but I am not the court. But it has been intimated that the officer resigned by Federal authority. Whether he will do so or not it is up to him.

Now I don't want to and cannot go any further along this line. Everything you say here is open to the public and becomes official records. You men are making the laws, you are not making the laws for me to help me, you are making the laws to help yourselves, and you are making the laws not only for these Unions that are now here in affiliation but for the thousands of men who I expect will be organized into Local Unions before your next convention convenes.

I want no power. I want nothing but your confidence and self-respect, and the day you cannot give me that I don't want to be your President.

The time of adjournment has now arrived. It is a little beyond, and I ask your forgiveness for indulging on your patience. If you desire to lay this over I am not opposed to it, but I think you ought to act on this question and come back and begin on something else when we convene.

A motion for the previous question was carried by unanimous vote.

The report of the committee was adopted by a very large majority.

Delegate Schutz, Local 142: Mr. Chairman, can I still talk on the previous question?

Chairman Goudie: That has been disposed of.

Delegate Schutz: I believe that is the first time I saw a question decided in a convention without giving the opposition any chance to talk. I still ask for a roll call.

Chairman Goudie: The convention adopted unani-

mously a motion for the previous question. The delegate is not speaking the truth when he says that the opposition was not given a chance to talk. The Chair decided in favor of the wishes of the convention.

Whereupon, at 12.40 o'clock p. m. the convention adjourned to 2.30 o'clock p. m.

FIFTH DAY—FRIDAY AFTERNOON SESSION

The convention was called to order by President Tobin at 2:30 o'clock.

COMMUNICATIONS

The following congratulatory telegrams were received:

New York, N. Y., September 13, 1940.

Daniel J. Tobin, President, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, in convention assembled, Constitution Hall, Washington, D. C.:

National Organization Masters, Mates and Pilots of America extend fraternal greetings and best wishes for a harmonious and constructive convention.

JOHN J. SCULLY,
Secretary.

Milwaukee, Wis., September 11, 1940.

International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Convention Headquarters, Washington, D. C.:

Fraternal greetings and best wishes for a harmonious and successful convention.

JOSEPH CAMINITI, Secy.-Treas.,
Gasoline & Parking Station Attendants & Bulk Plant Employees Union
Local No. 482.

President Tobin: The delegates will take their seats and the Sergeants at Arms will see to it that the delegates

are seated in the main body of the hall. Let me announce that no person who is not a delegate should sit in the main body of the hall, whether they have badges or not. That is the rule of the convention. The penalty is that if any one violates that rule they shall be expelled from the hall. If they refuse to leave they shall be properly disciplined by their organizations.

It has been called to my attention by several since we adjourned that there are elements in this convention with badges who are not entitled to sit in the hall. I don't want to believe that. The information has come to me from a rather reliable source. It has been reported to me that there are one or two instances where those individuals are presuming to be delegates and assuming the names of delegates. I don't believe that, but it may be necessary to make an investigation.

Neither do I believe this statement that has come to me, that there has been a meeting in which certain expressions were made to delay the work of this convention for the purpose of having those delegates go home who could not afford to stay here. I say I don't believe any such statement, but those statements have been made to me from two or three sources. I hope and trust that the press will take what I am saying, that I am of the opinion there is no foundation for such statements, which have been circulated freely around the corridors of the hotel.

We may disagree. That is our right, but we are trade unionists of the highest order, as I said this morning about your behavior last night and as I said after the visit of the President, and with regard to those insidious, poisonous rumors that have been circulated, it is my judgment that there is a purpose in circulating such rumors. I feel there is no foundation for them and that there is no one in this convention wearing a delegate's badge and assuming to be a delegate who has any other motive except to build and strengthen this organization by legislation.

REPORT OF COMMITTEE ON CONSTITUTION
(Continued)

Delegate Lyons, secretary of the committee, continued the report as follows:

Removal of Organizers

SEC. 7. *The General President, when he deems it for the best interests of the International, is hereby empowered to remove any organizer who, in his opinion, is incompetent to perform the duties assigned to him.*

Secretary Lyons moved the adoption of the section as read.

The motion was seconded.

Delegate Phillips, Local 484: A point of information. Is it the intention of the committee that this section refers only to International organizers or to local organizers?

Committee Chairman Beck: International.

Delegate Phillips: I would like to offer an amendment that the word "International" be inserted between the words "any" and "organizer."

The amendment was seconded.

President Tobin: The committee informs me that they accept the change. That is what they mean, anyway. If there is no objection the motion will now be put.

Vice President Goudie: I rise at this time to non-concur in the committee's recommendation, Mr. Chairman. In putting organizers on throughout the country it is necessary that when this International Union puts an organizer on he must leave the position he occupies in his Local Union, probably a good position, and he believes he is bettering himself if he becomes an organizer for the International Union. He may be on there several years or longer. If he is discharged for some reason or other he cannot go back to his Local Union and get his old position.

I think that law should be subject to the General Executive Board. A man might have a difference of opinion

with the General President, and just for that reason he could dismiss him as an organizer. I hope the delegates will consider that seriously.

An organizer's job is not an easy job. I am not speaking so much for myself on this. I don't want the convention to get the idea that this is a selfish motive. We are considering here mainly newer organizers who are put on the job. It is up to them to make good. As I said before, they have to leave good positions, and naturally they think they are advancing themselves.

But this law practically leaves it up to one man to decide whether that organizer is qualified and is performing his duties as assigned to him. I think he should be entitled to have his case considered by the General Executive Board.

President Tobin: In answer to Brother Goudie, let me say that to my remembrance I have only discharged one organizer in 33 years. I think that is a pretty good record. Many of the men who started with me are still on the payroll. You must place the responsibility on some one head of your organization.

There has never been a doubt in the mind of any one as to the actions of your General President. You cannot leave it to three or four people to decide who is right and who is wrong. Some authority, like the head of an army, must be directing somewhere. The records of my office will show that one man was removed by me for incompetency and inefficiency in 33 years, and he defied the national organization.

Brother Goudie was business agent and secretary of his own union, and when he accepted the position of organizer—he held his position and still holds the position of secretary-treasurer of his own union. Is that right, Brother Goudie?

Vice President Goudie: That is correct.

President Tobin: And there is no interference on my part. I assure you, no matter who your President is—and it won't always be me, of course not—but in your

Local Unions and in your International Union you must have certain duties imposed on certain officers.

I am of the opinion that the report of the committee, which is for your preservation and guidance, should be adopted by the convention.

Vice President Goudie: I rise to move an amendment by adding the words "subject to the approval of the General Executive Board," so that the section will read:

"The General President, when he deems it for the best interests of the International, is hereby empowered to remove any organizer who, in his opinion, is incompetent to perform the duties assigned to him, subject to the approval of the General Executive Board."

The amendment was seconded.

President Tobin: The question comes on the amendment as stated by Brother Goudie, who is an organizer, a Vice President, and a very good one.

Delegate White, Local 860: As one of the newest organizations in this International Union, I am now and have been since I became a member of this particular group interested in organizing, and I must say that this International Union has a lot of men on the payroll as organizers, but it is suffering from organizers who do not organize, and it is about time, in my opinion, that some of these people who are organizers in title only get off their soft chairs and get out and bring in some members.

It is all very well for us to say that we shall give this man this and we shall give him that, but when these fellows out driving trucks do not produce a time card with plenty of loads, they do not get any consideration, they bump them off the job right away. That same thing should prevail in the International Union.

The mere fact that a man is able, by political influence, by his sheer ability or by some other manner or means to get himself a job on the International payroll does not mean, in my opinion, that this International Union should be saddled with that man from now until

perpetuity, whether he can and does produce. By that I mean there should be some authority to take care of that man. The calling together of the General Executive Board might mean only getting on the telephone and getting hold of some of his old time friends.

It is my idea that the matter should be left in the hands of the General President.

President Tobin: There isn't so much difference between us here. The question is whether the General President, as always, shall have supervision over the organizers or some one else.

Delegate Scannell, Local 380: It seems to me that the trade union movement has as its fundamental policy job protection. With our employers in our part of the country, they resort to the age-old employers' prerogative that they and they only shall say whether a man shall keep a job.

In answer to the previous speaker, I am sure when there is some organizer who is not doing his job, the Executive Board can be gotten together on short notice and can rule accordingly.

The amendment offered by Vice President Goudie was lost on being put to vote.

The report of the committee as read by the Secretary was adopted by a very large majority.

Countersign Checks; Approve Bills

SEC. 8. He shall countersign all checks drawn on the International Treasury by the General Secretary-Treasurer in accordance with *Article VII*, Sec. 6, the Constitution, and approve all bills for services rendered the International Brotherhood.

The committee recommended adoption.

The report of the committee was adopted.

Audit of Books

SEC. 9. The General President shall employ an *expert* public accountant to audit the books of the General Secre-

tary-Treasurer on the 1st of March, June, September and December.

Secretary Lyons, on behalf of the committee, moved adoption of this section.

The motion was seconded.

Secretary Hughes: Just to simplify the matter, I overlooked it in making my report to the convention. I had intended to make a change on the calendar period. For your information I will say that we close our books on the 31st day of August and I had to have a report in here for five years and have it in here on Tuesday. There was no opportunity given to me or any one else to get the report really as it should be. I am suggesting to the committee and to the convention that the periods be changed to April, June, October and January. It will make no difference, only it will give the Secretary at least 30 days in which to make the report ready for the convention.

President Tobin: The chairman of the committee states that it is entirely acceptable to the committee and the suggestion of the Secretary-Treasurer can be made the action of the committee.

The section will then read:

"Audit of Books

"SEC. 9. The General President shall employ an expert public accountant to audit the books of the General Secretary-Treasurer on the 1st of April, June, October and January."

The report of the committee, amended in accordance with the suggestion of the Secretary-Treasurer, was adopted.

Official Journal

SEC. 10. (a). The official Journal shall be published under the supervision of the General President, subject to the approval of the General Executive Board, and a copy of the same furnished direct to each member *in good standing* who may furnish his name and address to the

General President through the local secretary-treasurer. The General President shall be empowered to employ such help as he may need to carry on this work.

(b). It shall be compulsory upon the local secretary-treasurer to send in the name and address of every member in good standing to the office of the General President, quarterly, in order that the members may receive the magazine and keep the mailing list revised at all times.

Secretary Lyons, on behalf of the committee, moved adoption of the committee's report.

The motion was seconded.

Delegate Cohen, Local 470, stated that for some unknown reason he had never been able to receive the official Journal.

President Tobin: Of course, Brother Cohen, your question hasn't anything to do with the question here, but I will answer you as a matter of courtesy. If you are not getting the official Journal it is the fault of your own organization, because we have 328,000 copies mailed out this month. We are increasing all the time. We have that many addresses. I have repeatedly, through the columns of the Journal, asked the secretary-treasurers to make corrections and to send those corrections to us. They sometimes fail to do this. Sometimes it is the fault of a member who does not notify his secretary or his business agent of any change.

When I became President of this organization we were mailing 15,000 copies of the Journal in bulk form. Today we are mailing to the homes of our members around 320,000. We are increasing each month. If you desire, when you go back home, send in your name and your address or anybody else entitled to the Journal, to the office of the General President, and you will get the Journal at your home.

Unfortunately, there are men who are getting the Journal in a few instances who have fallen away from the organization for years because the secretaries do not make the correction.

Delegate Sheerin, Local 808, objected to including the word "compulsory" in Subparagraph (b) of this section.

The report of the committee was adopted by unanimous vote.

Vacancy in Office of General President

SEC. 11. The First Vice President shall assume the duties of the *General* President in cast of *the* death, disability or resignation of that officer until such time as the General Executive Board shall select a General President, who shall hold office until the next convention.

The committee recommended adoption of this section.

The report of the committee was adopted.

President Tobin: Let me repeat again that only delegates are entitled to a seat on the floor. It has been stated to me by more than one source that there have been some on the floor wearing badges and voting on questions this morning who were not delegates. I don't believe that. But if it is found, if that condition obtains, the delegate will be expelled from the hall for impersonating somebody else and I think the law permits the national office for actions of that kind in this convention to prefer charges against the individual. I repeat, and I hope that that condition does not obtain.

Article VII

Duties of General Secretary-Treasurer General

SEC. 1. The General Secretary-Treasurer shall keep a correct record of the proceedings of the convention, preserve all important documents, papers, letters received and copies of all important letters sent by him. He shall conduct all financial correspondence between the International Brotherhood and the local unions. He shall be custodian of all the property of the International Brotherhood of Teamsters, Chauffeurs, *Warehousemen* and Helpers.

The committee recommended adoption of this section.
The report of the committee was adopted.

Compensation; Bond

SEC. 2. The General Secretary-Treasurer shall receive such compensation as shall be determined by the convention, and he shall give bond to the General Executive Board in such amount as *it deems* proper for the faithful performance of his duties.

The committee recommended adoption, and Secretary Lyons, on behalf of the committee, moved adoption of the committee's report.

The motion was seconded.

Vice President McLaughlin: In view of the fact that the General President is authorized to countersign checks, I believe the General President as well as the General Treasurer should be under bond, and I move as an amendment that the General President also file bond to be paid for by the International Union.

The amendment was seconded.

President Tobin: The General President never handles a dollar of your money. He countersigns checks. For a number of years the General President was under some bond. I have no objection to being under bond. The Board discontinued the bond because of the fact that they believed it was wasting money. Never one dollar of your money is handled by the President. I have no objection to the amendment, but the Board at one time dispensed with it because they found it was absolutely unnecessary.

The amendment to the motion was lost.

The report of the committee was adopted.

Issuance of Charter

SEC. 3. Application for charters shall be made to the General Secretary-Treasurer, who shall sign, issue and deliver a charter to the Local Union upon receipt of the following contract, which must be signed by the secretary-treasurer of the Local Union:

The committee recommended adoption.
The report of the committee was adopted.

Charter Contract

Know all men by these presents, that I,,
....., Secretary-Treasurer of the
..... Local, located at,
being authorized to act for said Local, in consideration of
the General Secretary-Treasurer issuing a charter to said
Local, hereby agree: That said charter shall remain the
property of the International Brotherhood of Teamsters,
Chauffeurs, *Warehousemen* and Helpers; and in consid-
eration of the premises herein stated, agree that when
charter is framed, the frame shall immediately become
the property of the International Brotherhood of Team-
sters, Chauffeurs, *Warehousemen* and Helpers. Said Local
Union shall have custody of said charter until it is de-
manded by some person authorized to make such demand,
in accordance with this Constitution; and the charter and
frame shall then be delivered to the person *so* authorized
to demand and procure the same; and it is further agreed
that any person *so* authorized may enter any premises
occupied by the said Local or any of its members and take
possession and remove the said charter.

.....
By its Secretary-Treasurer.

Secretary Lyons, on behalf of the committee, moved
adoption of this motion as printed.

The motion was seconded.

Delegate O'Laughlin, Local 299, spoke briefly on the
issuance of charters in Detroit to the Street and Alley
Cleaners where they did not belong to the Joint Council
and also to a Local at Oswego, Mich.

The Chair advised Delegate O'Laughlin that there
was another section relative to the issuance of charters
which would apply to his question.

The report of the committee was adopted.

President Tobin: I have in mind everything that Delegate O'Laughlin said, and I want to emphasize that we are as careful as possible before we issue charters. We know what you mean, but neither can we give the all-supreme power to Local Unions in the big cities to go miles away from their own district and tell us what we ought to do with another city. Delegate O'Laughlin has been very helpful in this over-the-road work and I am quite in sympathy with what he says about exercising extreme care and consulting the proper authorities in our organization in the district before we issue new charters.

Financial Report

SEC. 4. The General Secretary-Treasurer shall publish a financial statement and furnish the Secretary-Treasurer of each Local Union with a copy of same, together with a statement of an expert accountant, showing the total amount of receipts and disbursements with the cash balance on hand. He shall also furnish the Secretary of each Local Union with a revised roster showing the number of unions in good standing. At any time a financial report is demanded by two or more Local Unions, the General Secretary-Treasurer shall give the Locals asking for same the correct amount of money on hand in the international treasury and in the strike or general fund.

The committee recommended adoption.

The report of the committee was adopted.

Method of Determining Representation

SEC. 5. The General Secretary-Treasurer on sending out credentials, shall figure from *July 1, 1940, to June 30, 1945*, to ascertain the per capita tax stamps bought by Local Unions; the number of delegates given to Local Unions shall be upon this basis.

The committee recommended adoption.

The report of the committee was adopted.

Finances

SEC. 6. The General Secretary-Treasurer shall receive all moneys due from Local Unions and other sources, giving his receipt therefor. All moneys shall be placed in the bank in the name of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, except *when* otherwise ordered by the General Executive Board, in accordance with *Article XVIII*, Sec. 8, subject to withdrawal only by the General Secretary-Treasurer and the General President, with the exception of *ten thousand dollars (\$10,000)*, which shall be deposited subject to withdrawal by check on the signature of the General Secretary-Treasurer for the purpose of paying current expenses. He shall keep a correct financial account between Local Unions and the International Brotherhood.

The committee recommended adoption.

The report of the committee was adopted.

Notification of Locals in Arrears

SEC. 7. It shall be the duty of the General Secretary-Treasurer to notify the recording secretary or the president of the Local Union when said Local Union becomes in arrears for per capita tax.

The committee recommended adoption.

The report of the committee was adopted.

Seals; Stamps; Supplies

SEC. 8 (a). The General Secretary-Treasurer shall procure all seals, stamps and supplies and furnish same to all Local Unions desiring them. (It is compulsory for all Local Unions to procure all supplies from the General Office with the exception of letter paper and envelopes.)

(b). Individual members or locals shall not have the power to duplicate the stamps, buttons or paraphernalia issued by the International Brotherhood. Permission may be granted by the General Executive Board to Local Unions to have stationery and other minor supplies procured in their several localities.

(Last sentence in present Constitution transferred to Section 10, this article.)

The committee recommended adoption.

The report of the committee was adopted.

Password

SEC. 9. The General Secretary-Treasurer shall issue the password quarterly.

The committee recommended adoption.

The report of the committee was adopted.

Other Duties

SEC. 10. The General Secretary-Treasurer shall perform such other duties as are required of him by this Constitution.

(Section 35 and Section 36 of the present Constitution are now Section 4 and Section 6 respectively of Article IX.)

The committee recommended adoption.

The report of the committee was adopted.

Article VIII

Trustees

Audit of Books

SEC. 1. The Trustees shall audit the books of the General Secretary-Treasurer on the first of March and September of each year, and report their findings immediately to the General President, and the General President shall, in turn, report to the General Executive Board.

The committee recommended adoption.

The report of the committee was adopted.

Fiscal Year

SEC. 2. The fiscal quarters of the year shall commence on the first of March, first of June, first of September, and first of December.

The committee recommended adoption of this section with the changes as recommended by the Secretary-Treasurer and adopted by the convention.

The report of the committee was adopted.

Article IX

General Executive Board

(Sec. 39 of the present Constitution is covered by Art. III, Sec. 8, of revised Constitution.)

(Section 40 of present Constitution revised and re-drafted and transferred to Article VI, Sec. 6(a).)

The committee recommended adoption.

The report of the committee was adopted.

General

SEC. 1. *Such powers, duties and authority as are not otherwise delegated to the officers of the International shall be exercised, acted upon, and determined by the General Executive Board.*

The committee recommended adoption.

The report of the committee was adopted.

Revocation and Suspension

SEC. 1(a). *Unless otherwise provided in this Constitution, the General President, or General Secretary-Treasurer, when they deem it necessary to revoke a charter shall immediately notify the members of the General Executive Board, for their approval of same.*

(b). Any Local Union suspended by the General Executive Board shall lose, for the period of its suspension, all privileges of the International Brotherhood, and the local central labor body shall be notified to exclude its delegates.

The committee recommended adoption.

The report of the committee was adopted.

Power to Debar from Membership

SEC. 2. The General Executive Board, upon information received, shall have power to debar any member who was dishonest or disloyal in the organization whose

charter was revoked, from membership in the new Local Union.

Secretary Lyons moved adoption of the section as read.

The motion was seconded and carried, by unanimous vote.

President Tobin: Let me just explain that. It will take only a minute. That applies to cases where the International Union revokes a charter for certain reasons. We don't like to revoke charters, but if we find in reissuing a new charter that there was an undesirable character who was dishonest, or anything of that kind, we would have the right to refuse to allow him membership in the new union.

Fifth Vice President Daniel Murphy in the Chair.

The Secretary of the Committee continued the report as follows:

Trial of Member Assaulting General Officer or Organizer

SEC. 3. Any member or number of members of a Local Union assaulting or injuring a general officer, or organizer, shall be tried *and if found guilty punished* by the General Executive Board *on such charge in the same manner as hereinafter provided for other trials and punishments by the General Executive Board.* If he is found not guilty, his expenses to the place of the *General Executive* Board meeting shall be paid by the General Office. If he is found guilty he shall be disciplined as the judgment of the *General Executive* Board dictates, and his expenses shall not be paid. If he desires not to attend his trial, he may submit his answer or defense in writing to the Board.

Secretary Lyons moved the adoption of the section as read.

The motion was seconded and carried by unanimous vote.

Meetings of General Executive Board

SEC. 4. *The General President, and in his absence the General Secretary-Treasurer, and in the absence of the General President and the General Secretary-Treasurer, the First Vice President of the International Brotherhood shall have the power to call a meeting of the General Executive Board whenever, in their judgment, they deem it necessary. Upon the written request of a majority of the General Executive Board it shall be the duty of the General President to call a meeting of the General Executive Board.*

Secretary Lyons moved the adoption of the section as read.

The motion was seconded and carried by unanimous vote.

Action When Not in Formal Session

SEC. 5. *In all matters requiring action by the General Executive Board, and when the General Executive Board is not in formal session, the General Executive Board may act by telegram, letter or long distance telephone. When the General President requires action by the General Executive Board, he may obtain the same by telephoning to the members of the General Executive Board, and such members may take action on the matter brought to their attention in the same manner. Such action so taken by the members of the General Executive Board shall constitute action of the General Executive Board as though the General Executive Board was in formal session.*

Special conventions may be called when a majority of the members of the General Executive Board deem it necessary.

Secretary Lyons moved the adoption of the section as read.

The motion was seconded.

Committee Chairman Beck: The Chairman of the

Committee would like to point out to the delegates that this is a very important addition to our constitution, and it covers what we discussed with you partially this morning. It is intended entirely to protect us in legal matters, wherein the courts have been continually holding that there was nothing in our constitution that took care of that provision covering when the General Executive Board is in session. And so we have now written into this constitution that telephoning, telegraphing or writing to members of the General Executive Board shall constitute calling them into session. We have also written into this section a provision that whenever, in the judgment of a majority of the General Executive Board, it is necessary to hold a convention, this Board shall have that authority and power. In the previous constitution, the one we are amending, there was no such provision and you had to wait five years before any convention could be called.

The motion to adopt the section as read was carried by unanimous vote.

Employment of Clerical Help

SEC. 6. The General President and General Secretary-Treasurer shall have the power to employ such clerical assistance as may, from time to time, be necessary. Such help shall be paid reasonable salaries from the general fund, all of which shall be subject to the approval of the General Executive Board.

Secretary Lyons: There being no change, the committee moves the adoption of this section as read.

The motion was seconded and carried by unanimous vote.

Article X

Initiation Fees, Per Capita Tax, Etc.

Revenue

SEC. 1. The revenue of the International Brotherhood shall be derived as follows:

Organization fee, which includes seal and all other organization supplies, \$15.

From the sale of supplies to Local Unions and from the sale of stamps of the following denominations: Initiation stamps, which are \$1.00; monthly due stamps (per capita), 30 cents.

Secretary Lyons: There being no change in this section, the committee moves adoption of the section as read.

The motion was seconded and carried by unanimous vote.

Assessment for Emergencies

(The foregoing paragraph in the present Constitution is part of Sec. 48, now Sec. 3, this article. It is revised as follows:)

SEC. 2. The General Executive Board is hereby empowered to levy an assessment of twenty-five cents (25c) per quarter for one or more of the four quarters in any year, for emergencies or any other purpose which the General Executive Board in its judgment deems necessary.

Secretary Lyons moved the adoption of the section as read.

The motion was seconded.

Delegate Lacey, Local 816: Mr. Chairman and brothers, I don't believe it is necessary to go into a long speech of explanation as far as the attitude of this convention is concerned. We have already gone on record to show our feeling relative to a question of additional finances being paid in, no matter in what form, whether per capita or assessments. Mr. Chairman, I register a protest and object strenuously to the question of any assessment other than the per capita tax.

The question was called for.

A voice vote was taken first on the motion to adopt the section as read.

President Tobin: The ayes seem to have it.

Delegate Ammerman, Local 471: I call for a roll call.

President Tobin in the chair.

President Tobin: The vote has been doubted, the decision of your Chairman. We will next have a count of the vote. I don't think we need a roll call. The matter would cost you more for the roll call than the assessment would amount to. There has never been an assessment levied by this International Union, but the idea of the Committee on Constitution, I might just explain to you.

And let me ask the delegates to please be seated. Any delegate or person on the main floor voting or raising their hand, who is not a delegate, will be expelled from the hall if it is found out, perhaps expelled from membership. The delegates will take their seats and remain until the vote is counted. The wardens will close the doors.

I want to explain to you in just a moment that the committee believed that if a serious emergency arose, such as a general attack on our organization in New York City or in Chicago or elsewhere, that the General Executive Board be allowed, in such a great emergency, which I hope will never arise, or if some such occasion caused us to believe an assessment necessary, the authority to levy an assessment of 25 cents four times a year. The motion is to adopt the report of the committee. The most they could levy would be a dollar a year. In my judgment it would not be done, but that is the report of the committee.

Now we are going to have a show of hands as soon as the brothers are seated. The boys who are walking around the hall are holding up the convention.

I have pointed out that we have the right to levy an assessment now under the present Constitution if the funds go below \$250,000.

You are voting on the report of the committee, which recommends authority to levy an assessment once every three months if it is necessary, of 25 cents. Those in favor of the report of the committee will raise their hands.

Following the taking of the affirmative vote the negative vote was taken in the same manner, after which Secretary Hughes announced the result of the vote as follows:

In favor of the committee's report, 636 votes.

Opposed to the committee's report, 361 votes.

A number of delegates asked for a roll call.

President Tobin: You good boys who have not attended as many conventions as I have attended, just wait a moment. It is time to stop the hollering. We will get down to business quicker in that way. The vote was 636 in favor of the committee's report and 361 against, and the report of the committee on this particular amendment to the Constitution is lost, because it lacks, according to the Secretary, 30 votes of being a two-thirds vote of the convention. So you can understand it only takes 30 votes and that the count has been honest.

The report of the committee is defeated and the section remains as it is in the present Constitution.

Payment of Initiation Fees, Reinstatement Fees, and Per Capita Tax

SEC. 3. (a) Each Local Union shall pay to the General Secretary-Treasurer the sum of one dollar (\$1.00) for every initiation fee or equivalent thereof collected *up to and including twenty-five dollars (\$25.00)*. *When the initiation fee exceeds \$25.00 there shall be paid to the International 10% of the total initiation fee.*

(b). *Each Local Union shall pay to the General Secretary-Treasurer a per capita tax of 30 cents per month, payable for the current month, not later than the 10th day of the succeeding month.*

(c). All reinstatement fees paid into the Local Union shall be figured as monthly dues and the per capita tax must be paid on the same. The General Secretary-Treasurer shall receipt for all initiation fees and per capita tax by giving stamps of the above-named denomination.

Secretary Lyons moved the adoption of the section as read.

The motion was seconded.

Delegate Carlin, Local 478, opposed the proposed amendment. He said: "In my opinion, the majority of the Local Unions only exist on what they get in the initiation fee. They cannot run the Local Union on dues, and I am opposed to that part of the Constitution raising it beyond \$1.00."

Delegate John O'Rourke, Local 282, Newark: I am opposed to the wording of the section and the raising of any initiation for this reason. Our initiation fee is \$250.00. Therefore, I would have to pay the International Union \$25.00.

We have a death benefit in my union which costs \$40,000 a year.

We have 10 paid officials and we run our organization about as well as any one else, and we still have a balance of \$160,000. We had to go out and fight to get that money, so I am opposed to this particular amendment.

President Tobin: I don't want to shut anybody off. We all understand the question. You can vote down the amendment if you want.

We have a number of Local Unions who are paying \$10.00 or \$15.00. The limit provided in the amendment is \$25.00. Ninety-eight per cent of our unions would be \$25.00 or less. There is no penalty on a Local Union with an initiation fee of \$25.00 or less. You may agree or disagree with your committee, but the committee thinks that unions that charge \$100.00 or \$75.00 or \$200.00 ought to pay a little of that money to maintain the International Union, over and above the small Local Union that is unable to collect more than \$10.00. That is the only purpose. If you think that should not be done, vote down the report of the committee.

Delegate Holden, Local 246: Six years ago you could not get people to join the local I represent for 10 cents.

We have built our organization to a point where now we ask \$100.00, and people are glad to put \$100.00 into our treasury to come in. The reason we set \$100.00 I imagine is the same as the reason given by the gentleman who said his initiation fee was \$250.00. That is part of the financial set-up of the Local Union.

Our initiation fee is \$100.00 and our dues are only \$2.10, and by changing this law it would not only affect our local, but plenty of other locals in respect to their dues. I oppose the recommendation of the committee.

Delegate Skelton, Local 229: I want to talk in favor of the amendment. Let's not kid ourselves. We are talking about an increased per capita on some people that we do not now represent, and I appreciate the fact that organizations throughout the country have initiation fees anywhere from \$3.00 to several hundred dollars. If these organizations feel that it is worth three or four or five hundred dollars for a membership, if it is worth its value, just add a few dollars to it. That is my opinion and I think this should go.

Delegate Copperman, Local 898: I agree that every brother should have the right to contradict a lot of legislation that is being passed, but on the other hand I feel like a youngster in this convention. This is my first convention. You should give some consideration to the men who built this organization, as well as the local organizations. This whole organization revolves about the International Union, and I think we should consider not so much the local organizations, but the International Union which makes it possible for us to progress. Let us line up and give the International Union the proper backing to which they are entitled and let us not lose sight of the fact that these men who have served the organization for 33 years or more should be considered.

Delegate Dahlager, Local 313: This matter before the convention at this time is so simple I can hardly understand why there should be any argument on it, but it may be vital in this one respect, that if the recommenda-

tion of the committee is carried out it may possibly save us an assessment in the future.

One of the previous speakers referred to those we do not represent at the present time. I am heartily in accord with increasing our initiation fee a few dollars if necessary to help take care of this and help take care of the International organization.

Delegate Harry B. Nelson, Local 734: I am opposed to this, due to the fact that we carry sick and death benefits in our organization and last year it cost us in round numbers around \$62,000. As I understand, the finances of the International Union now amount to around \$6,000,000, and I say let the local organizations pile something up and give their rank and file possibly a little more in sick and death benefits.

The question was called for. A sufficient number of delegates supported the call for the previous question.

Delegate Rodney, Gary: May I ask a point of information from the committee? Has the committee made any arrangements for reinstatement stamps? That is more or less confused.

Committee Chairman Beck: No.

The motion to adopt the section under discussion as read by the committee was carried.

Per Capita Tax; Preferred Payment

SEC. 4. No Local Union shall have any right to pay any bills before *it* pays the per capita tax due to the International Union each month.

Secretary Lyons moved the adoption of the section as read.

The motion was seconded.

Delegate Trovero, Local 159, said he believed the section should be worded differently, because in its present form it indicated that indebtedness to the International Union should be paid before other legal bills that the Local Unions might have incurred.

President Tobin: Let me try to give you a little information, without attempting to shut you off. In substance there isn't any serious change. The section is exactly the same as it has been for years. You are created by the International Union, you are doing business in the International Union, and you should pay your tax before you pay other bills. But, of course, we expect you to pay all your bills.

The motion to adopt the section as read by the secretary of the committee was carried.

Payment of Dues and Fees and Receipt Therefor

SEC. 5 (a). Any member paying his initiation fees, monthly dues or reinstatement fees shall *receive* stamps from the local secretary-treasurer, who shall carefully paste the same on the space provided for in the member's official due card, and cancel the stamps with the dater provided for this purpose *and affix his signature* (on the date the initiation fees, monthly dues, or the reinstatement fees are paid) and said stamps shall at all times be acknowledged as a receipt for payment in full for all amounts, as designated by the stamps.

(b). Any local secretary-treasurer refusing to stamp the members due books according to the amount of dues paid shall be liable to expulsion when the General Executive Board takes such action. Any member refusing to turn in his due book *when requested* shall be liable to a fine or suspension upon his local executive board taking such action.

(c). All members paying dues to Local Unions must pay them on or before the first day of the *current* month, in advance.

(d). *A Local Union may provide by-laws for the payment of quarterly dues in advance, provided such by-laws are approved by the General President of the International Union.*

(e). No other system of receipting for initiation fees,

monthly dues or reinstatement fees will be recognized by the International Brotherhood.

Secretary Lyons, on behalf of the committee, moved adoption of the committee's report.

The motion was seconded.

Delegate Pearlstine, Local 259, asked as a point of information, if under this section it was necessary for the secretary-treasurer to write his signature on the stamp.

Committee Chairman Beck: The reason that the committee made this provision is because in a number of Local Unions there are anywhere from 1 to 10 or 15 different fellows collecting dues. In some barns in certain cities where they have a shop steward there may be 20 or 50 different people collecting dues and the only method that we could devise of identification as to who did collect the dues is to have the signature to be placed on the stamp which would definitely provide who collected them and can be traced back to its origin if necessary.

Delegate Pearlstine, in speaking on the matter, said that while it might work out satisfactorily in large organizations, it would prove to be a handicap to the small organization where the Local secretary-treasurer had to handle all the work.

President Tobin, speaking on the subject, stated that there was a certain per cent of the dues collected outside of the office and it had been found that some people had issued phony stamps and then claimed to have paid certain officers or certain members. He stated that the organization was trying to find a method of protecting the legitimate collector of dues by having initials placed on the stamps.

The report of the committee was adopted by a large majority.

A delegate (name not given) asked if it was in order to present a motion pertaining to the arbitration question. The delegate offered the following motion that the mat-

ter be made a special order of business at 10:30 o'clock Saturday morning.

The motion was seconded.

Committee Chairman Beck: The chairman wants to point out that this is a very highly controversial question and occupied considerable time on the floor this morning. The Constitution Committee will be reporting until after the adjournment of the night session to-night, no doubt. Certainly we want to give opportunity to study the subject matter in harmony with what we have heard this morning, and there are some who would more than likely desire to appear before the committee to voice their opinions as to what should come before this convention. However, we cannot work here until midnight and hold sessions all night and come back in the morning for a special order of business. Therefore, in my opinion, we should defeat such a motion and let us come in with it at a time when we can arrange our work and give it a thorough study.

The motion to make the subject of arbitration a matter of special order was lost.

Delegate Miller, Local 360: For a point of information. I would like for Dave Beck to show me wherein that section that was just passed by this group——

President Tobin: You are out of order. You cannot refer back to things that have been decided by this convention. If there is anything I can tell you or explain I will be glad to do so off the floor.

Delegate Miller: But you passed upon a section and the explanation does not apply to that section.

President Tobin: You cannot refer back to something that has been acted upon. The delegate will be seated and the committee will proceed.

Delegate Coffey, Local 120, asked permission to speak on the rules pertaining to this convention and the Chair granted him the privilege.

Delegate Coffey, Local 120, called attention to the fact that certain delegates were not living up to the rules

which were adopted and were failing to identify themselves in seconding motions and other things without identification at all.

The Chair stated that the delegate's remarks were timely, and that he had tried to get the delegates to observe the rules, and again admonished the delegates to follow the rules.

The report of the committee was continued, as follows :

Orders for Stamps and Supplies

SEC. 6. All orders for stamps or supplies must be made on the regular official order blank and have the seal of the Local ordering same attached and all money sent to the General Secretary-Treasurer must be sent by post-office or express money order, certified check or draft.

The committee recommended adoption.

The report of the committee was adopted.

President Tobin: Let me inject here that if there are some delegates here that do not fully understand some motion that has been made or some section that has been adopted, if they will come to the chairman of the committee or any of the assistants, the explanations will be gladly made. Ninety per cent of this Constitution is about the same as before. There are words here and there that we are trying to use to clarify the section in order to help us in the courts and other places.

Reports to Be Furnished by Local Secretary-Treasurer

SEC. 7 (a). Each local secretary-treasurer shall forward to the General Secretary-Treasurer a list of names and addresses of all members of the Local Union.

(b). The local secretary-treasurer shall forward monthly to the General Secretary-Treasurer the names of all members initiated or reinstated, together with those who become suspended for non-payment of dues or for any other cause; also a correct list of those who take transfer or withdrawal cards, and shall promptly notify the General Secretary-Treasurer upon the death of any member.

(c). The local secretary-treasurer shall forward to the General Secretary-Treasurer the name of any member coming in on a transfer or depositing a withdrawal card. The penalty for violation of this section shall be expulsion from the Local and International Union. The secretary-treasurer shall read his report to the Local for approval at the first meeting in the month, and, at once, sign, seal and forward the same to headquarters.

(d). The General Secretary-Treasurer shall notify the local secretary to comply with the laws, and if he does not, he *shall* be removed from office for the second offense.

The committee recommended adoption, and Secretary Lyons, on behalf of the committee, moved adoption of the committee's report.

The motion was seconded.

Secretary Hughes: I move an amendment to cross out Section 7(a) entirely. It is unnecessary due to the fact that I have nothing to do with the issuance of the magazine and no need for the names of the membership. That part of Section 7(a) really is not necessary. The Section (b) part is all right. I move that part of the section be stricken out. Section (a).

President Tobin: The point raised by the secretary is that Section (a) is not in conformity with the procedure and that the section be stricken out. Does the committee accept the correction?

Committee Secretary Lyons: The committee accepts the correction and the motion is that we adopt the report of the committee.

I would like to make a correction regarding this. It does not deal with the official magazine at all. It deals with reports from Local Unions to the General Secretary-Treasurer and it has nothing whatsoever to do with the official magazine and that is dealing with the secretary-treasurers sending reports in to the General Secretary-Treasurer.

The committee moves for its adoption.

President Tobin: I am advised, I have not seen this report, I have not been before the Committee on Constitution here in the city, but I am advised by the committee that it is the same as you have had in before, that you send a list of names and so forth to the Secretary.

Committee Chairman Beck: The explanation of the secretary is satisfactory to the committee and we accept it as the report of the committee.

The report of the committee was adopted.

Surety Bond

SEC. 8 (a). All local secretary-treasurers and business representatives upon assuming office, shall immediately procure a suitable surety bond. Said bond must be procured from a company named by the General Executive Board, a copy of which shall be kept on file at the General Office. The original shall be retained by the trustees of the Local Union.

(b). Any local secretary-treasurer or business representative failing to obtain or secure or provide a suitable surety bond satisfactory to the General Secretary-Treasurer or the General Executive Board shall automatically be deprived of holding any office for which a bond is required. Local officers failing to comply with this section shall subject the charter of such Local Unions to suspension or revocation. The General President or the General Executive Board shall be empowered to suspend or revoke the charter of such Local Union for failure to comply with this section.

The committee recommended adoption.

The report of the committee was adopted.

Filing of Monthly Audits

SEC. 9. It shall be compulsory upon the trustees of all Local Unions to send a copy of their monthly audit to the General Secretary-Treasurer, to be placed on file in the General Office. Books of all Local Unions must be audited monthly by trustees.

The committee recommended adoption.
The report of the committee was adopted.

Deposit of Money

SEC. 10. It shall be compulsory upon all Local Unions to keep their money deposited in reliable banks in the name of the Local Unions, and all moneys paid out for the Local Union must be paid by check upon the order of the Local Union and signed by the proper officials.

The committee recommended adoption.
The report of the committee was adopted.

Audit of Books of Local Unions

SEC. 11. (a). Any organizer or officer of the International Union may be delegated, instructed and empowered to audit the books of any Local Union or Unions, by the General President, or General Secretary-Treasurer.

(b). Local Union officers shall give the delegated officer for examination, all books, bills, receipts, vouchers and records of the local whenever requested.

(c). Any officer of a Local Union refusing to turn over the books, bills, vouchers or records to the delegated officer shall be liable to expulsion by the General Executive Board.

(d). Any member refusing to show his due card when asked shall be fined \$10.

(e). If the officer delegated to audit the books discovers any dishonesty or incompetency in the officers which warrants him in notifying the General President and General Secretary-Treasurer he shall do so and they shall take whatever action they deem advisable. The officers auditing books shall make a monthly report to the General President and General Secretary-Treasurer and shall have full power to go to any bank where a Local Union has its money deposited and investigate, and also get a certified balance sheet from the bank.

(f). The books of every Local Union that has been

chartered over one year shall be audited between conventions.

The committee recommended adoption, and Secretary Lyons, on behalf of the committee, moved that the report of the committee be adopted.

The motion was seconded.

Delegate Doyle, Local 557: Might I say that I have been Secretary of Local 557 for a period of eight years and I have never yet met a representative of the International Union. This is the first occasion I have had of meeting any members of the International with the exception of Brother Murphy.

President Tobin: I am surprised. That is a pretty good record for you. If you have not had an International officer to visit you, you must have been beyond danger, but I want to say this to you, that I have had several pitiful appeals from the trade union movement of Hamilton, asking me to investigate you because of your actions from a Communistic standpoint, Labor Day and May Day parades and others, but I refrained from sending International representatives in there for that purpose. Very many serious complaints against your record have been made, but I didn't think they were entirely justified and I was not justified in listening to the awful charges that had been made against you. So that your record has not been so bad or we would have had a couple of them in there investigating some of the things being charged against you. I will see to it, however, that we have an International representative in there pretty soon.

Delegate Doyle: As I say to this convention, I welcome any International officer to investigate my reputation as a trade unionist over a period of 25 years.

President Tobin: I am happy to hear you say that. That is all right, but we will have somebody in there pretty soon.

The report of the committee was adopted.

Arrearage in Per Capita Tax

SEC. 12. Where the books of a Local Union have been examined and audited and arrearages to the General Office for per capita are found, same must be paid immediately. No per capita nor initiation stamps will be forwarded covering same, simply a receipt signed by the General Secretary-Treasurer covering the amount of per capita paid.

The committee recommended adoption.

The report of the committee was adopted.

Penalty for Arrearage

SEC. 13. Should a Local Union become six months in arrears for per capita tax, their charter shall be *stand* revoked. The General Secretary-Treasurer shall notify all Local Unions when two months in arrears, but failure to receive such notice shall not prevent the suspension of the Local Union, should it become three months in arrears.

The committee recommended adoption.

The report of the committee was adopted.

Return of Funds, Books and Property Upon Revocation or Dissolution

SEC. 14. When the charter of a Local Union is revoked the Local Union *or its officers* shall be required to return all books, documents, property and funds due *to the General President or his representative, or to the General Office of the International Brotherhood*, and should a Local Union *dissolve or be dissolved, suspended or forfeit its charter*, then all books, documents, property and funds due shall likewise be returned *to the General President, or his representative, or to the General Office* to be held in trust until such time as the Local Union may be reinstated or reorganized.

The committee recommended adoption.

The report of the committee was adopted.

Reorganization

Expenses Incurred in Recovering Property and Funds Are Chargeable to Funds or Property Recovered

SEC. 15. *Whenever a Local Union secedes, or its charter is suspended or revoked, and demand is made upon such organization or its officers to deliver to the General President or his authorized representative the records, property and funds of such organization, and such demand is refused, then all expenses, of whatever nature, incurred by the International in recovering such records, property and funds, shall be a lawful charge upon the property and funds involved, and on recovery thereof, the International shall reimburse itself from the property and funds recovered. All property and funds shall be held in trust by the International until reorganization has been effected and shall be returned to the local when the same has been reorganized. Reorganization shall be effected by and under the direction of the International.*

The committee recommended adoption.

The report of the committee was adopted.

Article XI

Finance Committee

SEC. 1 (a). *The General Executive Board shall appoint a Finance Committee of three members, consisting of the General President, General Secretary-Treasurer and the third to be named by the General Executive Board, who shall have power to invest the funds of the International Union.*

Provided, That not more than \$50,000 be invested in bonds of any one corporation, except when the investment is in United States Government, State, County or Municipal bonds. Securities purchased shall be kept in a safety deposit box or boxes which shall be opened in the presence of two members of the Finance Committee, and provided further

That the International Union keep on hand not less than \$500,000 to meet any *emergencies* that may arise.

(b). *The Finance Committee, if requested so to do by the International, shall furnish a bond, payable to the International, in such sum and in such manner as the General Executive Board shall require.*

The committee recommended adoption.

The report of the committee was adopted.

Article XII

Strikes, Lockouts, Wage Scales

Strike Action by Local Unions

SEC. 1. (a). When any difficulty arises between the members of any Local Union and their employers, the members shall lay the matter before their Local Union, and, if approved by the Union, the president *of the local* shall appoint a committee to wait upon the employers and endeavor to adjust the difficulty; said committee shall report at the next regular or special meeting, and the Local Union shall then take such course as is prescribed in this Constitution.

(b). If a settlement cannot be reached the Union shall, at a meeting, order a secret ballot to be taken, and it shall require a two-thirds majority of all members of the Union present to adopt a motion to strike. The ballot taken must be "Yes" or "No" written on paper ballots.

(c). Prior to a Local Union becoming involved in a strike, lockout, boycott, lawsuit or any serious difficulty, they shall immediately notify the Secretary of the Joint Council, whose duty it shall be to call a meeting of the Council *at once*, and they shall take action as they deem advisable and report the same to the General President.

The committee recommended adoption.

The report of the committee was adopted.

Defense Fund

SEC. 2. The money in the defense fund *may* be used for the following purposes:

To sustain legal strikes and lockouts and for the purpose of advancing and defending the principles of unionism, as applied to our craft; and to pay *constitutional obligations* in any strike or lockout approved or ordered by the General Executive Board. The General Executive Board *may, in its discretion*, expend the money of the general organization in any emergency that may arise in defense of the Local Unions in any district.

The committee recommended adoption.

Secretary Lyons, on behalf of the committee, moved adoption of the committee's report.

The motion was seconded.

Delegate Murphy, Local 325: I would like to make a suggestion or a motion that the following be adopted to be applied to that same paragraph: "Defense funds shall also be used for the purpose of providing legal defense, the disbursements being made for legal defense of Local Unions and members or any International officer or representative or organizer involved through their activity in the interest of the International in conformity with its laws.

"All appeals for legal assistance shall be investigated by the local Joint Council, if one exists, or by the International President or International Secretary, who shall make recommendations to the International Executive Board for action. The International Executive Board's decision shall be final."

President Tobin: We cannot accept that. It is an amendment to the Constitution and is not in accordance with our rules.

The report of the committee was adopted.

President Tobin: I want to say to you that you can amend the report of the committee by striking out, but you cannot bring in a new amendment to the Constitu-

tion. The time for submission of amendments expired. Now you can amend the report or make a motion to amend, but you cannot bring in a written new section of the Constitution at this time.

Delegate Murphy: Mr. Chairman, I brought that in in regular form, and gave it to the committee.

President Tobin: Well, now, they tell me they did not get it.

Delegate Murphy: The Resolutions Committee told me they were referring it back to the Constitution Committee and up to this time I have heard nothing on it.

President Tobin: That puts a new phase on the situation. I made it very clear that you were within your rights to bring in an amendment, but I was advised that that had not come in.

Now, let Brother Beck make an explanation.

Committee Chairman Beck: Let the chairman of the committee explain. The things that are of a minor nature involving a few words, the Chair oftentimes, on behalf of the committee, accepts it as part of the committee's report. But there was read here a lengthy matter and we could not take the time to consider that in that way. As we said the other day, all resolutions sent to the Committee on Constitution would be considered on the basis of a new Constitution when it is acted upon, and if the brother sent in the resolution within the time set aside by the rules of the convention, then it would have been acted upon by the committee and brought back on the floor of the convention and at that time they would have an opportunity to debate it. The committee will also give any one the privilege to appear before the committee.

President Tobin: You are satisfied, are you, Brother Smith, with the explanation? We don't want to deny any one rights here. I don't know what is going on between all these committees, but apparently the explanation is satisfactory.

The report of the committee was adopted.

Payment of Benefits

SEC. 3 (a). The General Executive Board shall not approve of any strike accompanied by payments of benefits unless there are sufficient funds on hand in the International Treasury to pay strike benefits. (Balance of this section in the present Constitution has been transferred over to Section 8, this Article.)

SEC. (b). The General Executive Board shall have the power to pay out the entire International Treasury to a Local Union that is on strike, when the strike has been authorized by the *General Executive Board*.

The committee recommended adoption.

The report of the committee was adopted.

Consent of General Executive Board

SEC. 4. Any Local Union going out upon strike without the consent of the General Executive Board shall not be entitled to financial benefits from the International Brotherhood.

The committee recommended adoption.

The report of the committee was adopted.

Strike Benefits

SEC. 5. Strike benefits or relief in cases of lockouts, etc., shall be paid to all members in good standing at the rate of \$10.00 per week, and will be payable at the end of the second week of the strike or lockout; but in no case shall a fraction of a week's strike pay be allowed nor the first week of a strike or lockout be paid for; any arrearages for dues, and dues on month in advance *shall* be deducted from the first payment of benefits and duly credited to the member or members so in arrears. All members shall be entitled to strike pay for such a period of time as the *General Executive Board shall determine*.

(Balance of this section in present Constitution has been combined with Section 6 (c) of this Article.)

The committee recommended adoption, and on behalf

of the committee, Secretary Lyons moved adoption of the committee's report.

The motion was seconded.

Delegate Ordeman, Local 471: I would like to make an amendment to that section and strike out \$10.00 and insert \$15.00.

The amendment was seconded.

On being put to vote, the amendment was lost.

The report of the committee was adopted.

Requirements for Payment of Strike Benefits

SEC. 6 (a). No Local Union shall receive *strike benefits* from the International Brotherhood unless the Local Union has been six months in good standing.

SEC. (b). Any Local Union *which* has not paid per capita tax on every member who has paid dues into said local, and *which* has not *enrolled* its *entire* membership at Headquarters, shall not be entitled to benefits in case of a *strike or lockout*.

SEC. (c). A Local Union or member more than one month in arrears for per capita tax or dues shall not be entitled to benefits, and should a Local Union or member become three months in arrears for per capita tax, dues, fines, etc., they shall stand suspended and shall not be entitled to benefits for three months after all arrears have been paid.

SEC. (d). No member of a Local Union on strike shall be entitled to a weekly benefit unless he reports daily to the proper officers of the local or International Union while the strike continues, and no member who shall receive a week's work (three days to be considered a week) shall receive benefits. Any member refusing to work for an employer considered fair, while on strike, shall be debarred from all benefits under this law.

The committee recommended adoption.

The report of the committee was adopted.

Payrolls, Reports

SEC. 7 (a). The General Secretary-Treasurer shall, on or about the end of the second week and each succeeding week of that strike or lockout, forward to the local secretary-treasurer or deputy a check covering a sufficient amount to pay each week's benefits, and he shall also furnish blank payroll sheets on which each member shall sign for the amount received, said payroll to be made in duplicate.

(b). The local secretary-treasurer or deputy shall forward the original payroll to Headquarters, but shall retain a carbon copy of the same for future reference, and the executive board of the Local Union that is out on strike shall endorse the payroll.

(c). Failure to receive receipted payroll sheets in due time at the General Office will be sufficient cause for the discontinuance of benefits to any Local Union failing to comply with this law.

(d). During the continuance of a strike the deputy or strike committee of the Local Union shall make weekly reports to the General Secretary-Treasurer, showing the amount of moneys distributed for benefits, the number of beneficiaries and all other facts that may be required.

The committee recommended adoption.

The report of the committee was adopted.

Termination of Strike

SEC. 8. The General President, with the sanction of the General Executive Board, shall have the power, when satisfied upon facts and information in *his* possession that the support of a strike or lockout shall cease, to declare the same at an end so far as the financial aid of the International Union is concerned.

The committee recommended adoption.

The report of the committee was adopted.

Return of Unused Strike Funds

SEC. 9. All moneys from the International defense fund remaining unused by the Local Union at the close

of the strike or lockout shall be returned at once to the General Secretary-Treasurer.

Secretary Lyons: This is the same as in the old Constitution and the committee recommends adoption.

President Tobin: If there is no objection the report of the committee becomes the action of the convention. Hearing none, it is so ordered.

Lockout

SEC. 10. A declaration on the part of an employer, or a combination of employers, to the effect that their employes must cease their connection with the Brotherhood or cease work shall be deemed a lockout. In case a lockout is reported to the International Brotherhood, the General President shall endeavor to obtain a satisfactory proof that the difficulty is a bona fide lockout. *Also a lockout shall be deemed to exist when an employer refuses to permit his employes to continue at work, unless such employes agree to a substantial and material breach of an existing agreement.*

Secretary Lyons moved adoption of this section as read.

The motion was seconded and carried by unanimous vote.

President Tobin: Just permit me to speak to you for a moment, and pardon my presumption. There is a substantial change in this section in behalf of our organization and its members. The old section said that a lockout was where men were ordered to give up their membership in the Union. That was the only kind of lockout that you could have, but since the passage of the National labor laws such a proceeding cannot obtain. No employer today can tell his people to give up their Union. The section concerning lockouts and benefits was practically useless under the present laws. It was necessary in the old days, but as you know, the laws under the Wagner Labor Act have been enacted in recent years. So in order to protect our members this has been acted

upon. We have said that where an employer asks his men to do certain things in violation of a wage contract, or tells a man that he cannot work there, unless he does it, we have now added that that is a lockout. The committee will proceed.

Wage Scales and Approval Thereof

SEC. 11 (a). Any Local desiring to present a wage scale to *its* employers shall first submit a copy of the same to the Joint Council, if one exists in *its* city or *vicinity*. Should the same have the approval of the Joint Council, it shall be compulsory upon the Local Unions to forward a copy of the wage scale to the General President for his sanction before the same shall be presented to any employer. The General President shall have the power to inquire into the conditions surrounding the Local Union, and if, in his judgment, conditions do not warrant the presentation of the same, he shall immediately notify the Local Union of his decision in the matter. A copy of the wage scale must be in the hands of the General President at least thirty (30) days before presenting the same to the employers. (Balance of this section in the present Constitution has been transferred over to Section 4 of this Article.)

(b). *True copies of final agreements arrived at by a Local or a Joint Council shall be filed in the office of the General President immediately upon consummation.*

(c). *Approval or disapproval by the General President of wage scales or other agreements is not intended to impose any liability on the International or its officers; and the International does not assume any liability of any nature to any person or persons for such approval or disapproval.*

(d). Upon the General President endorsing the wage scale submitted by the Local Union, he shall immediately notify the General Executive Board of his action, together with a statement of the conditions surrounding the Local Union, and if, in his opinion, the Local Union

is warranted in presenting the wage scale to the employers, he shall request the General Executive Board to endorse the action of the Local Union; providing the Local Union uses all necessary endeavors to bring about a peaceable and satisfactory settlement by negotiation or arbitration.

Secretary Lyons moved the adoption of the section as read.

President Tobin: Are there objections? Hearing none, the report of the committee becomes the action of the convention and it is so ordered. The report is adopted.

Article XIII

Assistance to Local Unions

General Assistance to Local Unions

SEC. 1. No Local Union shall receive financial assistance from the International Brotherhood unless the secretary-treasurer of said Local Union has been bonded in accordance with the provisions of *this* Constitution.

Secretary Lyons moved the adoption of the section as read.

President Tobin: If there are no objections, the report will be accepted as the action of the convention. Hearing none, it is so ordered.

Assistance from Sister Locals

SEC. 2. All Local Unions affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, soliciting financial aid from sister Local Unions, must first receive official approval and endorsement from the *General* Executive Board.

Secretary Lyons: The committee recommends adoption of the section as read.

President Tobin: Is there objection? Hearing none, the report of the committee becomes the action of the convention, and it is so ordered.

Article XIV

Charter Members, Dues, Meetings of Locals
Charter Members

SEC. 1 (a). Charter members shall consist of the names forwarded to Headquarters with the application for charter, and Local Unions must procure initiation stamps for all charter members, but charter members shall not be required to pay per capita tax for the month in which they receive their charter.

(b). Charter members shall receive a free copy of the constitution and official due card *from the International Union*.

(c). A Local Union may, by majority vote, keep its charter open for a term of thirty or sixty days after receiving the same, but all members initiated must have their official due cards stamped as provided by *Article X, Sec. 5 (a)*.

Secretary Lyons moved adoption of the section as read.

President Tobin: Are there any objections? Hearing none, the report of the committee becomes the action of the convention, and it is so ordered and decided.

Dues and Meetings of Locals; Forfeiture of Financial
Benefits for Failure to Hold Meetings

SEC. 2 (a). Dues of members of all Local Unions now and hereafter chartered by the International Union shall not be less than two dollars (\$2.00) per month.

(b). All Local Unions must hold meetings at least once a month, except where the General Executive Board is satisfied, from evidence provided by the Local Unions, that it is impossible or unsatisfactory or unreasonably expensive, and in such cases the General Executive Board shall establish such conditions relative to the holding of meetings as in *its judgment it deems* advisable.

(c). Any Local Union requesting strike endorsement or who may be locked out shall not receive any benefits,

financial or otherwise, if *it has* been chartered for one year or more and *has* failed to carry out this section of the Constitution for a period of one year prior to *the* time of lockout or request for strike endorsement.

(d). Any local failing to comply with this section shall not be entitled to any financial or other benefits from the International Union, and the General Executive Board may revoke the charter of any Local Union failing to comply with this law.

Secretary Lyons moved the adoption of the section as read.

The motion was seconded.

Delegate Mangan, Local 807, suggested that the following words be added to Subsection (b): "At a special meeting of the membership of said Local Union a member of the General Executive Board shall inform the membership of his decision and reasons for same."

Secretary Lyons: There is no sense to your suggestion and it is impossible to embody it in any constitution. There is no decision of an International officer. You hold a meeting, and what would you expect an International officer to decide?

Delegate Mangan: I wouldn't care to go into any wrangle about it. It is just that I would like to have some clarification of monthly meetings.

Secretary Lyons: And this Constitution says there shall be monthly meetings. It also states that if it is impossible or unsatisfactory or unreasonably expensive, in such cases the General Executive Board shall establish such conditions relative to the holding of meetings as in its judgment it deems advisable.

President Tobin: Let me say this to you. It has been customary for our Unions for years past to hold meetings weekly or semi-monthly. Under these sections these locals can still hold meetings. I believe in meetings myself, where they can be held without going to great expense and inconvenience.

We were confronted with conditions where charges

were brought against our Unions, our Unions taken into courts, and the courts decided against the Unions where they were not holding any meetings at all, or only one meeting in four or five months, and then they packed those meetings. The court told us we were wrong in permitting such a condition.

To get over that condition we adopted this section some years ago. Now we say that all Local Unions must hold meetings at least once a month, unless we find in the General Executive Board, on the application of a suspension of that order, that it is absolutely necessary for the Union to suspend that order. There could not be anything that would cover the law that could be written that would give us more leniency and more rights.

Delegate Weinberg, Local 584: It is my opinion, Mr. Chairman, that we should strike out any and all excuses from this section for not holding meetings. The privilege and the right of the membership to hold meetings is traditional. Something is said here about the expense of holding a meeting. Isn't it up to the membership to know the worth in the amount of money that is necessary? I think there should be absolutely no excuse for not having regular monthly meetings.

President Tobin: The brother is entirely covering up what I said before, and I tried to make it clear. Now listen—there were Unions in certain places that were not holding meetings. The courts called us to order, they said we had no right to permit it. We then drew up a section to cover the law, giving as much leeway as possible to the Local Unions. There is nothing to prevent your local from holding a meeting every day or every week if you want to, but this says you must hold a meeting once a month unless we say no.

When the brother says the Unions can do as they like, he is all wet. We have had cases decided by the courts lately where the local was held responsible by the courts for the acts of their officers.

The time has come, in my judgment, when this International Union will be held responsible for the actions of its locals, and that is the thing you must guard against—the destruction of your locals through the courts and of your International organization.

The question comes on the report of the committee.

The motion to adopt the report of the committee on the section under discussion was carried.

Article XV

Joint Councils

Formation of Joint Councils

SEC. 1 (a). Whenever three or more Local Unions are located in one city they shall form a Joint Council, but where there are only a few Local Unions in small cities or towns adjoining or adjacent to large cities, they shall affiliate with the Joint Council in the large cities.

(b). In localities composed of small cities and towns, the General Executive Board shall decide when, where and by whom Joint Councils shall be formed. Should any dispute arise as to the jurisdiction of a Joint Council, it shall be decided by the General Executive Board.

Secretary Lyons moved the adoption of the section as read.

The motion was seconded.

Delegate White, Local 671: I would like to have the words "one city" stricken out and the words "one state" inserted. We have five Locals in the State of Connecticut and we need a Joint Council.

President Tobin: My judgment is this, that we cannot legislate for one particular city. That is taken care of in another way.

The motion to adopt the section as read by the committee was carried.

Representation

SEC. 2 (a). Each Local shall be entitled to seven delegates, including its Business *Representative*.

(b). The seven executive officers of each Local Union shall constitute the delegates to the Joint Council. The *Business Representative* shall be entitled to the floor, but cannot introduce a motion or vote.

Secretary Lyons moved the adoption of the section as read.

President Tobin: Are there objections to the adoption of the report of the committee? Hearing none, the report of the committee is adopted.

At this point President Tobin asked if it was the wish of the convention to have an official photograph taken.

Delegate Shaw, Local 174, moved that no further picture be taken, inasmuch as practically all the delegates and visitors were in the convention hall on the night of President Roosevelt's visit.

The motion was seconded and carried.

The report of the Constitution Committee was continued, as follows:

Dues

SEC. 3. Local Unions shall pay monthly dues, proportionate to their numerical strength, sufficient to maintain the organization.

Secretary Lyons moved the adoption of the section as read.

President Tobin: Are there objections? Hearing none, the report of the committee becomes the action of the convention and it is so ordered.

SPECIAL ORDER—ELECTION OF OFFICERS

Delegate Healy, Local 710: Mr. Chairman, I have been in conversation with a number of delegates from different cities throughout the country and they inform me that early tomorrow morning or tomorrow afternoon they intend to leave for their homes. In view of that, Mr. President, I move that we set aside the rules of the convention tomorrow morning and that we have a special order

of business at 10:00 o'clock for the purpose of nominating and electing officers for the ensuing term.

The motion was seconded and carried by a practically unanimous vote.

The report of the Committee on Constitution was continued, as follows:

Judicial Powers

SEC. 4. Joint Councils shall have full power to adjust all questions of jurisdiction between Local Unions, subject to the approval of the General Executive Board, to try cases against Local Unions, cases appealed from Local Unions, and to try individual cases which Local Unions refuse or neglect to try *in accordance with the trial procedure provided for in Article XVIII*. (Balance of this section in the present Constitution has been transferred to Sec. 6, this Article.)

Secretary Lyons moved the adoption of the sections as read.

President Tobin: Are there objections? Hearing none, the report of the committee is adopted and becomes the action of the convention.

By-Laws for Joint Council

SEC. 6. A Joint Council may make such by-laws as it deems proper, provided *it* does not conflict with the laws of the International Brotherhood of Teamsters, Chauffeurs, *Warehousemen* and Helpers. Such by-laws shall be approved by the General President.

Secretary Lyons moved the adoption of the section as read.

President Tobin: Are there objections? Hearing none, the report of the committee is adopted and is the action of the convention.

Vice President Cashal in the chair.

Affiliation of Local Unions

SEC. 7. All Local Unions within *the* jurisdiction of

the Joint Council shall affiliate with the Joint Council, comply with its laws and obey its orders.

Secretary Lyons moved the adoption of the section as read.

The motion was seconded.

Delegate Stultz, Local 187: I would like an explanation on that word "must." Has that been stricken out of the old section? The word "must" seems to have been stricken out of the old by-laws. Is that correct?

Committee Chairman Beck: Yes. We made that change because one is a command word and the other is not, and we did it on advice of legal counsel.

Delegate Stultz: I can still speak on the question. I notice you have the word "shall" all the way through. If the Joint Councils are supposed to get these Local Unions into the Joint Councils in their particular districts, we find in some cases that unless there is a command instead of a request, some of these Local Unions will not comply, and we want to know just how we can overcome that.

Committee Chairman Beck: Under this section it is mandatory for all Local Unions to affiliate with Joint Councils.

Vice President Cashal: Are there objections to the report of the committee? Hearing none, the report of the committee becomes the action of the convention.

President Tobin: John McLaughlin calls my attention to something here on page 52 of the committee's report. The committee intends what McLaughlin and myself have in mind, but there is language here that may be subject to misinterpretation. Read that section again, on the subject of representation.

Secretary Lyons re-read the subject matter under the caption "Representation."

Vice President McLaughlin: That means they are entitled to seven without their business representative.

President Tobin: Some one could raise the question that your business representatives, if they were not

executive officers, should constitute a part of the seven. That is not the intention of the committee. The intention of the committee is, and the law is now, and it will be so interpreted by me, that all Local Unions are entitled to seven delegates to the Joint Council, who shall have votes. In addition to that, if the business agents are in a Local Union and they are not executive officers they shall be allowed to attend the Joint Council and speak on any questions, and do everything else, but not vote. That is the intention of the committee.

Secretary Lyons read Subsection (b) of the same section, reading as follows:

"The seven executive officers of each Local Union shall constitute the delegates to the Joint Council. The business agent representative shall be entitled to the floor, but cannot introduce a motion or vote."

Committee Chairman Beck: In Section 2, Subsection (a), the committee recognizes the point well taken and we will substitute the word "excluding" for the word "including."

President Tobin: Don't strike it out entirely, because you have made it clear in the next section.

Delegate White, Local 860: A point of information. May I ask a question for the purpose of clarification in my mind and in the minds of some of the other delegates to different Joint Councils? Inasmuch as the delegates to Joint Councils shall be the seven executive board members and also the business representatives, is it intended that these business representatives, not executive board members of their Local Unions, shall not be allowed to hold office in that Joint Council?

President Tobin: No individual entitled to go to the Joint Council can hold an office if they are not one of the seven executive officers of the Local Union.

Delegate Galatas, Local 586: I want to inquire concerning this same paragraph. Where a business agent does not hold the office on the executive board, or in other words, a combination office—for instance, in my

organization I am recording secretary and business agent. How will that be taken care of?

President Tobin in the chair.

President Tobin: Of course if you are one of the seven executive officers of the local you are a full fledged delegate to the Joint Council.

Are you ready for the question on the adoption of the report of the committee?

The motion to adopt the sections as read by the committee was carried.

Secretary Lyons continued the report of the committee, as follows:

Article XVI

Miscellaneous Chartered Locals

SEC. 1. (a). Wherever there is not a sufficient number of any one craft, a mixed local may be formed. There shall be only one Local Union of any craft chartered in any city, except in localities where it may be necessary, and in such cases the *General Executive Board* shall, after the Joint Council has granted permission, have full power to determine the advisability of issuing a separate charter.

(b) *Whenever there is a mixed Local Union in existence, any separate and distinct division of each craft consisting of two hundred (200) or more members may apply to the International for a separate charter. However, such group shall first make request of the Local Union with which it is affiliated for approval of its application for a separate charter. If such request is denied, or if the Local fails to act upon the same within a reasonable time, then the application may be made to the International. Thereupon, the General President shall consider the matter, and if he deems it for the best interests of the organization he may order and direct, subject to the approval of the General Executive Board, that a separate charter be issued to the group applying for same. In the consideration of such application the General*

President shall notify the mixed Local of the application for such separate charter, so that it may present argument in opposition to the issuance of such separate charter. When a separate charter is issued to a separate group as herein provided, all matters coming under the jurisdiction of the newly chartered Local must be transferred to said new Local. It shall be incumbent upon the mixed Local Union to provide the necessary funds with which the newly constituted Local shall obtain its charter.

Secretary Lyons moved the adoption of the section as read.

The motion was seconded.

Delegate Lacey, Local 816: Apparently I may be called a cork in the ocean. It happens to be that the local I represent, 816, has about five different crafts in it, and it has taken us about ten years to organize them. I suppose every Local Union has a disgruntled element, and we have plenty of them, but up until now we have controlled them.

I have no objection to that section in the Constitution, only that one provision that the request or appeal of the 200 or more, in addition to the appeal of the Local Union has to go through the Joint Council and approval made by the Joint Council and the International President before there is a charter granted.

President Tobin: The only difference, Brother Lacey, in this section and the section that has always been in there is that this makes it more difficult for a group to get a charter. That is the only difference.

Committee Chairman Beck: The Chair has explained it completely.

The motion to adopt the section as read was carried.

Article XVII

Transfer and Withdrawal Cards

Duty to Accept Transfer Card

Sec. 1. It shall be compulsory upon every Local Union to accept the transfer card of a member in good standing

with any Local Union of the International Organization, without any extra charge or fees, except as provided in the International Constitution; provided, however, the member seeking to transfer shall comply with all rules and regulations set forth in this Constitution respecting transfer; and providing he shall comply with the rules and regulations of the Local and its Constitution and by-laws. Such Union shall accord him opportunity for employment and all other rights and privileges in accordance with the rules and regulations of the Local Union to which he seeks to transfer.

Secretary Lyons moved the adoption of the section as read.

President Tobin: Are there any objections?

Delegate Cancilla, Local 265: Mr. Chairman, I would like to point out that most of the organizations on the west coast have closed shop agreements, and it would really be breaking down the conditions of these respective locals if we were compelled to take transfer cards from other organizations, especially if you had unemployed men on the unemployed list.

I would like to offer an amendment or a rider, as follows: "Provided that the Local Union to which members seek to transfer have no eligible men on the unemployed list."

I offer that as an amendment.

Delegate Lutz, Local 753: I want to rise to a question on the very same thing the brother just talked on. It says here: "Such union shall accord him opportunity for employment and all other rights and privileges in accordance with the rules and regulations of the Local Union to which he seeks to transfer."

If the Local Union should have a provision in its contract or in its by-laws whereby no new members are to be brought into the organization until the unemployed members are used up, I would like to ask whether this last sentence in this paragraph would take care of that.

President Tobin: No. A man who has a transfer card may be a member of our Local Union through one of our locals for 20 years. He is not a new member, so it would not interfere.

Delegate Lutz: I want to ask another question. Could the transfer be accepted and this member transferring take his place in seniority with the unemployed, if there should be an unemployed man who has more seniority rights than the new transferred member?

President Tobin: That is all taken care of by saying, "complying with the rules." If you will listen to the report of the committee you won't have to ask half of these questions.

Delegate Lotti, Local 265: I wish to second the amendment of Delegate Cancilla, of my local.

President Tobin: The amendment is in order, but the report of the committee says any member transferring into your union must be subject to the laws, rules and conditions of your local. He would have to take the foot of the list, the same as the unemployed, waiting his turn, if that was your rule.

Delegate Lotti, Local 265: May I ask for a point of information? If you have a contract where the employer must hire men on the eligible unemployment list, then if he hires some man from some other local you are not duty bound to accept his transfer card, because you have men on the unemployed list.

President Tobin: If you have a contract your employers are expected to live up to the contract, and so is the Local Union.

Delegate Stokel, Local 150: We have had a lot of trouble with the transfer card in the west coast heretofore, and as it is rewritten now it is up to the Local Unions, and it fits into the picture better than ever before.

Delegate Shaw, Local 174: I am opposed to the amendment because it is entirely superfluous and is covered by the clauses as pointed out by the chairman, covering the local rules and regulations. I think the report of the

committee sets up the necessary machinery to meet the objections to which the brothers refer.

The amendment offered by Delegate Cancilla was lost on being put to vote.

The motion to adopt the section as read by the committee was carried.

Transfer Card

Date of Initiation

SEC. 2. This is to certify that the bearer hereof Brother.....whose name is written on the margin of this card in his own handwriting, is a member in good standing of Local No., International Brotherhood of Teamsters, Chauffeurs, *Warehousemen* and Helpers, and is entitled to all rights and privileges under our jurisdiction.

We recommend him to the friendship and protection of all members of the International Brotherhood of Teamsters, Chauffeurs, *Warehousemen* and Helpers, wherever he may be, and to free admission, provided he has been a member not less than ninety days in the Local Union from which he transfers, otherwise he shall pay the difference in the initiation fee to the Local Union to which he transfers.

This card expires....., 19...., and is null and void after that date, unless renewed or deposited in accordance with the Constitution.

The member receiving this card will be suspended from all rights and benefits unless the card is renewed by the Local Union before its expiration. It will also be forfeited unless deposited within thirty days after going to work in any town or city where there is a Local Union.

This card is issued in accordance with provisions of Sec....., Article XVII, Sec. 1, and Article XVII, Sec. 3 of the International Constitution.

Given under our hands and the seal of Local Union
No., this day of, 19

(SEAL)

Secretary Lyons moved the adoption of the section as read.

The motion was seconded and carried.

President Tobin: Now, brothers, you decided this morning to hold a night session. The time of adjournment is almost at hand. What time do you desire to come in this evening?

A motion to reconvene at 7:30 o'clock was made, seconded and carried.

At 5:30 o'clock p. m. the convention was adjourned to 7:30 o'clock p. m.

FIFTH DAY—FRIDAY NIGHT SESSION

The Convention convened at 7:30 o'clock p. m., President Tobin presiding.

REPORT OF COMMITTEE ON CONSTITUTION

(Continued)

Delegate Lyons, secretary of the committee, continued the report of the Committee on Constitution, as follows:

Deposit of Transfer Card

Sec. 3. (a) It shall be compulsory for a member working under the jurisdiction of another Local Union to procure a transfer card at the first regular meeting, from the Local of which he is a member, and to deposit the same with the Local Union under whose jurisdiction he is working, within thirty days. If a member is working under the jurisdiction of another Local Union, or the

Joint Council decides he should transfer, and he refuses, he thereby forfeits his membership, and his Local must not accept any more dues or furnish him with a button.

(b) Said member must sign his name in the presence of the Secretary of the Local from which he transfers and countersign in the presence of the Secretary of the Local to which he seeks admission, and also produce an official due card stamped up to date. Salaried officers of the International Brotherhood shall not be required to transfer from their respective Locals while employed by the International Organization.

The committee recommended adoption.

The report of the committee was adopted.

Honorable Withdrawal Card

Sec. 4. (a) This is to certify that the bearer hereof, Brother, whose name appears on the margin of this card in his own handwriting, has paid all dues and demands and withdrawn in good standing from membership in Local No.

(b) This card entitles him to readmission to the Local Union from which this card was issued at any time.

(c) Any member of the International Union leaving our employment or going to work at another craft or occupation, must be given an honorable withdrawal card and cannot remain a member of the International Union; but before a withdrawal card is issued the individual must comply with all rules and laws of the Local and International Union.

(d) Any ex-member out on a withdrawal card and desiring to return to membership, must first deposit his withdrawal card with the Local Union by which it was issued; and upon the withdrawal card being accepted, the member shall be subject to the rules and laws of the Local Union. THIS CARD MUST BE RENEWED

BY THE INDIVIDUAL ONCE EVERY TWELVE MONTHS.

(e) Local Unions must not accept withdrawal cards if the member has committed any offense while out on withdrawal card which would be injurious to union principles. Also if the Local Union is paying benefits and the member has fallen into bad health or is liable to become a charge against the Local or International Union, acceptance of the withdrawal card can be refused by Local Union.

Given under our hands and the seal of Local Union
No., this.....day of....., 19.....
(Seal)

....., Secretary.

....., President.

(f) Local Unions shall have jurisdiction over the granting of all honorable withdrawal cards.

The committee concurred and Delegate Lyons, for the committee, moved adoption of the committee's report.

The motion was seconded.

Delegate Nicols, Local 670: I would ask the committee to take under advisement the insertion of the words "except when on military service" in clause (d) at the end of the sentence.

Delegate Nicols stated that his reason for asking this addition was in view of the Canadian members who are now in the service and there was no way of telling when they would return.

Delegate Lyons, secretary of the committee: In answer to the brother, the Constitution Committee recognizes the fact of a present emergency in our country and

of what may happen in the future. We have had years of experience in the last World War and those of our brothers who were across for more than a year or 18 months, their withdrawal card was honored by their Local Union. It is the right of a Local Union which they should enforce themselves.

Delegate Shook, Local 401: A point of information. Is it compulsory if a man is unemployed that he be forced to take a withdrawal card? Can a Local Union force a withdrawal card upon an unemployed member?

President Tobin: If a man is unemployed and not working at any other craft and he is trying to pay his dues and he says, "I am going back to work at my own craft," you cannot, in my judgment, force a withdrawal card on him.

Delegate Steiner, Local 465, asked that the committee consider the possibility of omitting the word "brother" in the second line of Section 4, paragraph (a).

The report of the committee was adopted.

(Sections 45 and 46, and 88 to 94 inclusive, dealing with charges and trials, charges against Locals and members, appeals, and fines, are entirely revised and redrafted.

Secretary Lyons: Mr. Chairman and delegates, on page 61, Article XVIII, Trials and Appeals, Trials of Local Officers and Members, and Procedure, pages 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, up to Section 13, dealing with the same subject of the conduct of trials and appeals. I am going to read all through this entire article now from page 61 to 73. It all deals with the same subject matter.

Article XVIII

TRIAL AND APPEALS

Trials of Local Officers and Members—Procedure

Sec. 1. (a) A member or officer of a Local Union, charged with any offense constituting a violation of this Constitution, shall, unless otherwise provided in this Constitution, be tried by the Local Executive Board. If the member proposing the charges is a member of such Board, then the President of the Local shall appoint a disinterested member as a substitute.

(b) Whenever charges are preferred against any member or officer of a Local, the charges shall be filed in writing in duplicate with the Secretary of the Local Union, Joint Council, or General Executive Board which is to try the case. No member or officer of a Local shall be tried unless he or she shall be served by the Secretary, personally or by registered mail, with a written copy of such charges specifying the nature of the offense of which he or she is accused. Thereupon, the accused shall be required to stand trial at the time and place designated, which shall not be less than ten (10) days from the date the charges are served upon the accused. The accused may appear in person, and with witnesses, to answer the charges preferred against him or her. He may select a member of his Local to represent him in the presentation of his defense.

(c) If the charges, or any portion thereof, are sustained, then the trial body shall render judgment and impose disciplinary action as provided for in this Constitution. If the charges are not sustained, the same shall be dismissed and the accused restored to full rights of membership or office in the Local Union.

(d) Upon filing of such charges, and if the same are of such magnitude and seriousness as to jeopardize the interests of the Local or International, then and in that event the General President, if the matter is brought to his attention, may, if he deems it advisable, immediately suspend such member or officer from membership or office

in the Local Union until a decision has been rendered in the case.

Appeals of Local Officers and Members

Sec. 2. (a) In the event disciplinary action is taken against the accused, he or she may take an appeal from the decision of the Local Executive Board to the Executive Board of the Joint Council, if one exists, otherwise the appeal shall be taken to the General Executive Board. Appeals from decisions of the Executive Board of Joint Councils may be taken to the General Executive Board. Appeals from the General Executive Board shall be taken to the next Convention. All manner of appeals shall be taken within fifteen (15) days from the date of the rendition of the decision.

(b) The appellant shall mail a written notice of such appeal to the Secretary of the body to which the appeal is directed. No specific form or formality shall be required, except that such notice shall clearly state an appeal is being taken from the particular decision rendered in the particular case. Pending any appeal, the decision appealed from shall remain in full force and effect. Appeals shall be heard either on the record made before the trial tribunal or by a re-trial, in the discretion of the body hearing the appeal. Decisions on appeals shall be rendered as promptly as possible after the appeal has been heard. The date when an appeal will be considered by the appellate body may be fixed by it, but it shall proceed without unnecessary delay. Notice of the date when the appeal will be heard shall be served personally or by registered mail on the parties interested in the particular case, and such parties may, in the discretion of the appellate body, be accorded the right to appear before the appellate body and present argument on the case.

(c) If a member of the Executive Board of the Joint Council or of the General Executive Board is interested in the case as a party thereto, then the President of the

Joint Council or the General President of the International, as the case may be, shall appoint a substitute.

(d) Failure of any interested party in any case to appear before any trial or appellate body at the time and place designated in the notice shall constitute a waiver of defense and the trial shall proceed or the appeal heard regardless of the absence of such party.

(e) Any party to a case, regardless of whether such party is the accused or not, being aggrieved of a decision rendered in the case shall be entitled to the same rights of appeal as are hereinbefore provided for accused.

**Trials and Appeals of Local Unions, Joint Councils,
General Officers, and General Organizers**

Sec. 3. (a) Whenever charges are preferred against a Local Union or against a Joint Council, such charges shall be filed in writing in duplicate with the Secretary of the trial body, and shall be served personally or by registered mail on the Secretary-Treasurer of the Local Union or the Joint Council so charged. If the charges are against the Local Union the trial shall be by the Executive Board of the Joint Council. If the charges are against a Joint Council the trial shall be before the General Executive Board.

(b) A Local shall be accorded thirty (30) days' time in which to appear for trial and submit its defense. In the case of a Joint Council the time of trial shall be fixed by the General Executive Board.

(c) In the matter of appeals from decisions affecting Local Unions the same shall be taken to the General Executive Board, and from it to the Convention. In the matter of appeals from decisions affecting Joint Councils, the same shall be taken to the Convention. In all other respects procedure on appeals shall be the same as provided for in Section 2, this article.

(d) Trial of General Officers and General Organizers shall be before the General Executive Board at such time and place as fixed by the General Executive Board. The

officer charged shall be found guilty only on a majority vote of the entire General Executive Board. Appeals from decisions of the General Executive Board shall be to the Convention.

(e) Emergency powers provided for in Section 9, this article, shall apply with the same force and effect to Local Unions and Joint Councils.

**Original Jurisdiction of General Executive Board to
Try Offenses Against International Union**

Sec. 4. (a) The General Executive Board shall have jurisdiction to try individual members, Local Unions, Joint Councils, or International Officers for all offenses committed against the officers of the International Organization or the International Organization.

(b) Charges shall be filed in duplicate in writing with the General Secretary-Treasurer or the General President. A copy of the charges shall be served personally or by registered mail upon the accused, together with notice of the time and place of trial.

(c) If convicted, the accused charged may appeal to the next Convention. If found not guilty, and the accused is an individual, his expenses shall be paid by the International Office.

(d) If the accused are unable to be present at the meeting of the Board, they may present their case in writing. Pending an appeal, the decision of the General Executive Board must be complied with.

**Grounds for Charges Against Members, Locals, Joint
Councils and Officers**

Sec. 5. (a) The basis for charges against members, Local Unions, Joint Councils or officers, for which he, she or it shall stand trial, shall, among other things, consist of the following:

- (1) Violation of any specific provision of the Constitution.

- (2) Violation of the oath of loyalty to the Local and the International.
 - (3) Violation of the oath of office.
 - (4) Gross disloyalty, or conduct unbecoming a member.
 - (5) If an officer, gross inefficiency which shall hinder and impair the interests of the Local or of the International.
 - (6) Misappropriation.
 - (7) Secession, or fostering the same.
 - (8) Abuse of fellow members and officers by written or oral communication.
 - (9) Abuse of fellow members or officers in the meeting hall.
 - (10) Activities which tend to bring the Local or the International into disrepute.
 - (11) Disobedience to the regulations, rules, mandates and decrees of the Local or of the officers of the International.
- (b) And for such other acts and conduct which shall be considered inconsistent with the duties, obligations and fealty of a member of a trade union, and for violation of sound trade union principles.

Specific Offenses

Secs. 90 and 91 are revised and rearranged in the following manner:

Sec. 6. Any member who (1) knowingly goes to work or remains in the employment of any person, firm or corporation whose men are on strike or locked out, unless he has permission of the International, the Joint Council or his Local Union, may be tried by the Executive Board of his Local Union, or (2) knowingly gives or attempts to give directly or indirectly, any information to any employer on an unfair list or whose men are on strike or locked out, or who are trying to secure an agreement or any improvement in their working condition, or who are trying to prevent an increase in hours of labor or a

decrease in wages, for the purpose of assisting such employer, or for any gain or promise of gain, or (3) knowingly goes to work or remains in the employment of any person, firm or corporation on an unfair list of the International without permission from the International Brotherhood, the Joint Council or his Local Union, may be tried in the manner provided for the trial of other offenses.

Refusal to Return Books

Sec. 7. (1) Any member who (1) wrongfully takes or retains any money, books, papers or any other property belonging to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, any Joint Council or Local Union; or (2) who mutilates, erases, destroys or in any way injures any books, bills, receipts, vouchers, or other property of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, any Joint Council or Local Union; may be tried in the manner provided for the trial of other offenses. (Balance of section in our present Constitution transferred to preceding section.)

Decisions and Penalties

Sec. 8. (a) Decisions and penalties imposed upon the persons, officers, Locals or Joint Councils found guilty of charges may consist of reprimands, fines, suspensions, expulsions, revocations, or commands to do or perform, or refrain from doing or performing, specified acts. If the penalty is by way of fine then the same must be paid, pending an appeal if one is taken. If the fine is against a member or officer of a Local Union, assessed by the Local Union, it shall be paid into the treasury of the Local Union. If a fine is assessed against a Local by a Joint Council the payment shall be to the treasury of the Joint Council.

(b) If the fine is assessed where the General Execu-

tive Board has original jurisdiction, it shall be paid to the treasury of the International.

(c) When such penalty consists only of a fine and an appeal is taken, such fine shall be deposited as above provided; thereupon such member, officer or Local shall be permitted to continue in the Union with full rights and privileges in accordance with the laws of the International. If on appeal the decision is reversed and the fine disallowed, then the same shall be returned to the party depositing the same. Whenever a decision is handed down by any trial or appellate body and an appeal is taken, such decision shall stand and remain in full force and effect until reversed by a higher body.

(d) In the event of non-compliance with the decision handed down by a trial or appellate body, the member, officer, Local, or Joint Council shall stand suspended from all privileges of the International Brotherhood until the provisions of the decision have been complied with. If, however, the decision carries with it an order of expulsion, then such order of expulsion shall immediately take effect.

(e) Any member or Local that is tried by the General Executive Board cannot be tried for the same offense by a Local or Joint Council.

Emergency Power in General President to Conduct a Trial When Welfare of Organization Demands

Sec. 9. (a) Whenever charges involving a member or members, officer or officers, Local Union or Joint Council create a situation imminently dangerous to the welfare of a Local Union, Joint Council, or the International, the General President is empowered, in his discretion, to assume original jurisdiction in such matter, regardless of the fact that charges have been filed with another body and are pending. Under such circumstances, the General President may hold a hearing upon giving not less than forty-eight (48) hours' notice to the persons charged to appear before him at a place and time designated by him.

He may then proceed to hear and try the matter and render judgment in accordance with the facts and circumstances presented to him. When the General President has so acted, an appeal shall lie from his decision to the General Executive Board, and from the General Executive Board to the Convention in the same manner as is provided for appeals in other cases. Pending appeal from the General President's action, his decision shall stand and be enforced.

(b) When the General President deems it necessary to exercise the foregoing emergency power, he may deputize a representative to act for him in such matter. Such representative shall have the same powers as the General President as herein provided; however, when a trial shall be conducted by a representative of the General President, such representative shall make his recommendations to the General President, orally or in writing, and the decision in the case shall be made by the General President himself.

Charges Not Preferred in Good Faith

Sec. 10. If charges are preferred against members or officers of Local Unions and such charges are not sustained, and the trial body is convinced that the same were not brought in good faith or were actuated by malice, the trial body or the appellate body may impose such penalty by the way of punishment as in its judgment is deemed proper under the circumstances.

Refusal of Local to Try Member

Sec. 11. Any Local Union refusing to try its members when charges have been preferred by another Local Union, for any cause whatsoever, the Local Union preferring the charges may then bring the charge before the Executive Board of the Joint Council, where one exists, for trial and decision in the same manner as provided for the conduct of other trials before the Local Executive Board. If no Joint Council exists, then the matter shall

come within the jurisdiction of the General Executive Board.

Revocation of Membership on Being Found Guilty of Crime

Sec. 12. When a member is found guilty of the commission of a crime or serious wrongdoing, or pleads guilty to the commission of a crime or serious wrongdoing, against the Local Union or against the community, and which crime or act of serious wrongdoing tends to bring dishonor upon the Local Union or the International Organization, it shall be the duty of the Local Union to proceed to revoke the membership of such member. Likewise, whenever a member of a Local Union has engaged in what is commonly termed racketeering, and he is found guilty thereof, thereby bringing dishonor upon the Local Union or upon the International Organization, it shall be the duty of the Local Union to proceed in the manner provided in Article XVIII, Sec. 1, to revoke the membership of such member.

Under the circumstances referred to in the foregoing paragraph, the Secretary-Treasurer of the Local Union shall refuse to accept dues from any person so removed from membership. It shall be mandatory upon the Local Executive Board to order the name of such member stricken from the rolls and to notify all Local Unions in the district, the Joint Council and the International, of its action and the cause therefor.

In the event a Local Union fails to carry out the foregoing provision, then the General President, when the matter is brought to his attention, shall have the power, in his discretion, to proceed to revoke or order the revocation of the membership of such member.

Exhaustion of Remedies

Sec. 13. Every member or officer of a Local Union, Joint Council or General Officer of the International,

against whom charges have been preferred and disciplinary action taken as a result thereof, shall be obliged to exhaust all remedies provided for in this Constitution and by the International before resorting to any other court or tribunal.

The committee recommended adoption of the entire article.

President Tobin: You can move to adopt this as a whole or you can take it up section by section.

A motion was offered by several delegates that the article be adopted as a whole.

The motion was seconded.

President Tobin: It has been regularly moved and seconded that the declarations as read, which have been prepared by our attorneys in accordance with decisions of the courts protecting Local Unions and the Joint Councils and the International Union be adopted as a whole.

Delegate Doyle, Local 357, Hamilton, Ontario: Mr. Chairman, I would like to have an insertion in here after the word in Paragraph (b) of Section 1, after the word "personally" insert the words "and in the presence of a witness."

Delegate Lyons, Secretary of the Committee: No secretary is going to serve charges unless he has a witness. Every time they do it he is sure that they have a witness. You know that.

Delegate Tansey, Local 720: There is an article in here under Section 12, the last paragraph, "In the event a Local Union fails to carry out the foregoing provision, then the General President, when the matter is brought to his attention, shall have the power, in his discretion, to proceed to revoke or order the revocation of the membership of such member."

Now in our craft we are working under a different agreement than a lot of these Locals that are represented in this Convention today. We have gotten an open shop agreement and if one of our members violates this Constitution that you lay down here to us, we cannot throw

him out of the organization, because he can still operate and hold his position working for the express company under the laws of this country.

President Tobin: Brother Tansey, you were outside of the International Union for a good many years?

Delegate Tansey: I was.

President Tobin: And you have been treated right since you came in, haven't you?

Delegate Tansey: I have.

President Tobin: And you will still be treated right. If you have a condition in your organization that prevents or prohibits you from exercising this thing, you can rest assured that the International Office will take that into consideration.

Delegate Tansey: Well, I hope so.

Delegate Phillips, Local 484: Mr. Chairman and delegates, I find it very difficult to quarrel with most of the recommendations of the committee contained in these several pages of the new provisions of our constitution. However, there are some things that I find myself in very serious disagreement with.

For example, on page 66, Section 5, Subsection (8), Abuse of Fellow Members and Officers by Written or Oral Communication; (9) Abuse of Fellow Members or Officers in the Meeting Hall; (10) Activities which tend to bring the Local or the International into disrepute.

Now those are very fine sounding phrases, but, Mr. Chairman and delegates, they are so broad that they can cover anything under the sun.

If a member of a Local Union happens to be unpopular with the officers of that Local Union he is subject to having charges brought against him. If an officer of the Local Union finds himself in honest disagreement with an officer of the International Union he is, by the same token, subject to having charges brought against him.

The thing is so broad and would lead to such confusion and false charges brought against members of this International Union that I think the committee

should very seriously consider making the offenses more easy to understand, more specific. They are so broad that they cover anything whatsoever. Under a simple disagreement or an honest disagreement on violation of these sections, these proposed sections of the constitution are so broad that I hope that the delegates will read them and give very careful and serious consideration to them before we adopt them.

President Tobin: I am going to say to the last brother that we know when a Local officer is abusing his members, we know from experience when a member's charges are unfounded. But when there is anything seriously done that brings disgrace on the Local Union and the International Union that deprives the members of their rights, there should be this provision to protect them.

Delegate MacArthur, Local 647: Mr. Chairman and delegates, on page 67, under the heading "Specific Offences," Section 6 (2), "knowingly gives or attempts to give directly or indirectly, any information to any employer on an unfair list, or whose men are on strike or lockout or who are trying to secure an agreement or any improvement in their working conditions, or who are trying to prevent an increase in hours of labor or a decrease in wages"—and Mr. Chairman, I respectfully submit that there are some very ambiguous phrases there. The statement to prevent an increase in hours of labor or a decrease in wages, in my opinion, should read to prevent a decrease in the hours of labor or increase in wages.

President Tobin: I think the purpose of this section is to prevent trimmers within the local from going to the bosses and making terms and working against the union's interests. I think that is the purpose of it.

Delegate MacArthur: I don't know whether you have got me clear or not.

President Tobin: There is no language that can cover every man's individual ideas. The purpose of that, as the Chair will explain, is to prevent trimmers and

spies and double crossers against local unions, in the interest of the bosses. Isn't that right?

Committee Chairman Beck: That is right, and the committee could not add to it a particle.

Delegate MacArthur: It is more or less a grammatical mistake, in my opinion, and it should read decrease in the hours of labor or increase in wages. It is simply a grammatical mistake.

President Tobin: In other words, you favor the intent but you say the language is not right?

Delegate MacArthur: It is a grammatical mistake.

Delegate Frank Gillespie, Local 754: Mr. Chairman, last Wednesday night it was our great privilege to hear the President of the United States address us from that very rostrum up there and one of the most pointed factors in his talk was his reference to the scoundrels in labor. I think as a student of labor legislation that the report of this committee is a masterpiece and in legal jurisprudence I think it is quite signal that the International Brotherhood of Teamsters, especially in this day when labor is being indicted in some places for the most trivial offense, should adopt this resolution as a whole. I think it is the first step by any international organization to show the public of America that we mean business in cleaning out the ranks of any racketeer officers or members.

Delegate Naylor, Local 404: It is all right, Mr. Chairman, to talk about scoundrels in the labor organizations, Some of us, not only myself, but some of us, know something about that. I think a great many of us in this delegation here will agree that any member, particularly an officer, and especially in the new Local Unions, who is active in organization work, exposes himself and places himself in jeopardy of being maliciously prosecuted by the courts and receiving treatment to which he is not entitled. I believe the provisions in Section 5 for eliminating anybody from the organization who should not be right and who brings discredit upon the local union—

President Tobin: Let me say this to you, Brother Naylor, that I know your history and I know your sufferings and I know what you endured, you suffered a prison sentence in defense of your union and I am saying to you that the International Union does not regard any such thing as an offense, but we regard it as the work of a hero and that provision of the Constitution would not be applied to you or your equals in any way, shape or form.

Delegate Naylor: I understand, Mr. Chairman, and I am not up here in behalf of myself, but it says one thing that a member found guilty of that, it means just what it says.

President Tobin: We define what the crime is against the Union or the community, and we consider your case as the act of a man making a sacrifice.

Delegate Naylor: I am not talking about one case, Mr. Chairman.

President Tobin: We could not find language to define it any clearer to protect our members.

Delegate Lamogila, Local 70: I rise for a point of information. I don't quite understand parliamentary law, but what I want to know is if I could make a motion at this time to take a vote on this subject.

President Tobin: The previous question can be called for by one-tenth of the delegates and that means something like 125 or so.

There are men who no doubt want to talk. We will get to it if you be patient. Of course, I think every delegate sitting down can get his ideas of the expressions through the men that speak. There is no need of repeating ourselves.

Delegate Shaw, Local 174, moved the previous question.

The motion was seconded.

President Tobin: If you don't like this motion you can vote it down. The motion is made by Delegate Shaw and seconded by Delegate Dexter Lewis, or somebody else

there, a delegate from Local 70, for the previous question. As many as favor the adoption of the motion here will signify by saying "Aye."

The motion for the previous question was adopted by a very large majority.

The report of the committee was adopted, by unanimous vote.

President Tobin: I want to say to you that that is the most constructive piece of legislation that has been passed by any labor union in America and I admire you for your determination to follow out the policies I have suggested and confirm the statement of the President of the United States. If you do nothing else, you deserve the appreciation and the respect of every American citizen, and especially your own membership.

Article XIX

DISSOLUTION

Sec. 1. No Local Union can dissolve while there are seven (7) dissenting members; no Joint Council can dissolve while there are two (2) dissenting Local Unions; nor can this International dissolve while there are seven dissenting Locals.

The committee recommended adoption.

The report of the committee was adopted.

Article XX

LABOR DAY

Sec. 1. We recognize the first Monday in September as Labor Day, except in states where another day is provided by law, and call upon all Local Unions to observe the same. It is advisable for Local Unions to unite and march under one banner in cities where there is more than one Local Union and each Local Union can make such rules and regulations requiring their members to observe the day, as best adapted to their locality.

The committee recommended adoption.

The report of the committee was adopted.

Article XXI

INSTRUCTIONS TO LOCAL UNIONS FOR DRAFTING BY-LAWS

Sec. 1. (a) Each Local Union shall have the right to make such by-laws as it may deem advisable, providing they do not conflict with the laws of the International Union.

(b) The officers of the Local Union shall consist of a President, Vice President, Recording Secretary, Secretary-Treasurer and three Trustees. These officers shall constitute the Executive Board of the organization.

Election of officers of Local Unions shall not exceed the period for which International officers are elected. In the instance of Local Unions that have not been chartered two years at the time of the adoption of this provision and in the case of new Locals hereafter chartered, until such Locals have been chartered for two years, officers shall not be elected for a period longer than one year.

(c) The Conductor and Warden shall be appointed by the Chair. All officers shall serve for the period of their election unless removed for incompetency, or neglect of duty, dishonesty or other violation of this Constitution.

(d) Nomination of officers shall take place in November or December and the election shall follow at the next meeting. The officers-elect may be installed at the same meeting at which they are elected.

(e) The Business Representative of a Local Union shall be elected the same as any other officer; but can be removed at any time for incompetency, neglect of duty, or dishonesty or other violations of this Constitution, or if there are not sufficient funds in the Local Union to pay his salary. He shall be given a trial, as stated above, the same as any other officer.

(f) The Trustees shall be elected in the following manner: One for three years, one for two years and one

for one year, and thereafter each Trustee for a period of three years unless the election is to fill an unexpired term.

The committee recommended adoption.

Secretary Lyons, on behalf of the committee, moved adoption of the committee's report.

The motion was seconded.

Delegate Dunne, Local 380: A point of information. Is this a new part that the election of officers of a Local is not to exceed the period for which the International officers are?

President Tobin: That is right.

Delegate Dunne: Is that taking the place of a resolution put in by the delegates from Boston or is that resolution coming up later?

President Tobin: What was the subject of your resolution?

Delegate Dunne: The subject of the resolution was a brain child of mine, that the Secretary-Treasurer of the Union, if he is a good man, and the Business Agent, that he should have some protection and some security for his job and not have to run for election every year or every two years.

President Tobin: Listen, Brother Dunne, it is the recommendation of the Committee on Constitution and it gives you even more protection than your resolution calls for.

Delegate Dunne made further inquiry as to the necessity of electing officers by the Australian ballot, election from the floor, or simply by a paper ballot, and was advised by the Chair that it was a matter for the Local Union to decide.

Delegate Fitchie, Local 753: For a point of information. That question has been discussed here and I don't quite get it yet. As I understand it, if a Local Union decides to have a five-year election, that means, I presume, as I understand it, that the Trustees also will be elected for five years. Is that right?

Several Delegates: No, no.

Delegate McMenamin, Local 471: I wish to offer an amendment in order to clarify this, and I think it is the intention of the committee. I move, Mr. Chairman, that paragraph (f) be stricken from the report and we will have it all cleared up.

The amendment was not seconded.

A motion was made for the previous question.

The motion was seconded and carried.

President Tobin: The question comes on the report of the committee. Now I don't like to discuss it and I won't, but I am making this explanation. This committee's report is much more liberal for the Local Union than was ever contemplated in the old Constitution, very liberal.

Now as many as favor the committee's report will signify by saying "Aye."

The report of the committee was adopted by unanimous vote.

President Tobin: Now you can elect your officers for one year, two years, three years, four years, or five years. And just another word. Don't write in for interpretations of this Constitution. They are very clear and easily understood. Some of our members may go back and some of our good brothers believe that it is compulsory on the Local to elect them for five years. It is not compulsory. Don't interpret it that way, but the Local Union can do so if they want to.

Article XXII

INSTRUCTIONS TO LOCAL SECRETARY- TREASURERS

Sec. (1). (a) Local Union Secretary-Treasurers, immediately upon taking the office of Secretary-Treasurer, shall procure a suitable surety bond, and a copy of the same must be filed in the General Office at Indianapolis.

(b) Local Secretary-Treasurers shall deposit all moneys of the Local Unions in a reliable bank in the

name of the Local Union at least twice a month or oftener, if possible, as the Local Union may designate from time to time.

(c) Local Secretary-Treasurers must pay all bills by check, countersigned by the proper officials of the Local Union.

(d) Local Secretary-Treasurers must balance their day book and cash book monthly, showing the exact balance on hand with the Local Union on the first day of the coming month, and have their bank book balanced on the last day of the month or get a bank statement from the bank on the last day of the month, showing the exact amount of money in the bank, so that the Trustees of the organization may verify the bank statement and the books of the Local Union at any time.

(e) Local Secretary-Treasurers must keep the International bookkeeping system, consisting of a day book, ledger and cash book.

(f) Local Secretary-Treasurers must receive a voucher properly signed by the President and Recording Secretary for all bills that are ordered paid by the Local Union.

(g) Local Secretary-Treasurers must keep the applications of all new members initiated filed monthly.

(h) Local Secretary-Treasurers must keep all of the part paid applications on hand properly filed.

(i) Local Secretary-Treasurers must keep all receipted bills with a voucher of the Local Union attached to same and filed monthly.

(j) Local Secretary-Treasurers must attach all return checks to the stub in the check book of the Local Union each month, when he receives his cancelled checks from the bank.

(k) Local Secretary-Treasurers shall report to the General Secretary-Treasurer on the first day of each month, the number of men that are being carried on the books of the Local Union as good standing members, and all new members who have been initiated during the pre-

vious month and all members who have paid up their back dues and again become in good standing. This report must be made on the monthly report blank that is issued by the General Secretary-Treasurer.

(l) Local Secretary-Treasurers must pay to the General Secretary-Treasurer 30 cents out of every due collected by the Local Union.

(m) Local Secretary-Treasurers must report the names and addresses of all new members coming into the Local Union to the General Office.

(n) Local Secretary-Treasurers shall send to the General Secretary-Treasurer a revised list quarterly of the names and addresses of all members in good standing in the Local Union.

(o) Local Secretary-Treasurers cannot and must not carry any men on their books as members of the organization and mark them exempt from paying dues.

(p) Local Secretary-Treasurers on the monthly audit of the Trustees must see that the Trustees sign their books, if the Trustees of the Local Union have found them correct and the bank balance verified with the balance on the books of the Local Union.

(q) Local Secretary-Treasurers must see that the chairman of the Trustees forwards a copy of the monthly audit, properly signed by the Trustees, showing the balance on hand with the Local Union, to the General Secretary-Treasurer.

(r) When the term of office of a Local Secretary-Treasurer expires and his successor is elected to take his place, he must see that his successor is properly bonded and a copy of the bond sent to the General Office before he transfers the funds of the organization to his successor in office.

Secretary Lyons moved the adoption of the section as read.

There being no objection, the report of the committee was adopted as the action of the Convention.

Article XXIII

RULES OF ORDER FOR LOCAL UNIONS

Sec. 1. The President, while presiding, shall state every question coming before the Local Union before suffering debate thereon, and immediately before putting it to a vote he shall ask: "Is the Union ready for the question?" Should no member rise to speak and the Local Union indicate its readiness, he shall rise to put the question. After he has risen no member shall be permitted to speak upon it.

Sec. 2. When the decision of the President is appealed from, he shall state his decision and the reasons therefor, from the chair. The party appealing shall then briefly state the reasons for the appeal, after which, without further debate, the question shall be put thus: "Shall the decision of the Chair stand as the judgment of this Union?"

Sec. 3. Every member, while speaking, shall adhere to the question under debate, avoid all personality and indecorous language, as well as any reflection on the Union or any member thereof.

Sec. 4. Any member, while speaking, being called to order by another, at the request of the Chair, shall cease speaking and be seated until the question of order is determined.

Sec. 5. No member shall speak more than once on the same question until all the members wishing to speak have had an opportunity to do so; nor more than twice without the permission of the Chair, nor more than ten minutes at one time.

Sec. 6. All resolutions and motions, other than the first six, in Rule 8, to accept or adopt the report of the committee, shall be reduced to writing before the President shall state the same to the Union.

Sec. 7. Any member may call for the division of a question when the sense will admit of it.

Sec. 8. The following motions shall have precedence in the following order herein arranged: First, to ad-

journal; second, to close debate; third, to take the previous question; fourth, to lie on the table; fifth, to postpone indefinitely; sixth, to postpone to a definite time; seventh, to refer; eighth, to amend. The first four shall be decided without debate.

Sec. 9. The motion to close debate may be made by two members, and shall be put in this form: "Shall the debate now close?" And, if adopted, the President shall proceed to take the question on the resolutions and amendments thereto, according to priority, without further debate.

Sec. 10. The call for the previous question may be made by six members and shall be put in this form: "Shall the main question be now put?" If adopted, the effect shall be to take the question on the original resolution to the exclusion of all debate and all amendments which have not been adopted.

Sec. 11. All votes other than amendments to the Constitution, By-Laws or Rules of Order may be considered at the same or next succeeding meeting upon a motion made and seconded by two members who voted in the majority; provided the Union agrees thereto; but after a motion to reconsider has once been lost, it shall not be renewed.

Sec. 12. Every member present shall vote on all questions before the Union unless personally interested. A motion to excuse a member from voting shall be put without debate.

Sec. 13. No member shall enter or leave the Union meeting during the reading of the minutes, admission of new members, installation of officers, or the taking of a question by yeas and nays; and no member shall be allowed to leave the Union meeting without the permission of the presiding officer, under penalty of 25 cents fine.

Sec. 14. When a motion has been declared carried or lost by acclamation, any member, before the Union proceeds to other business, may call for a count, but the yeas and nays cannot be called unless demanded before the President rises to put the question.

Sec. 15. The yeas and nays may be called for by two members and upon the assent of one-third of the members present shall be taken.

Sec. 16. A motion to adjourn having been put and lost shall not be in order again, provided there is further business before the Union, until 15 minutes have elapsed.

Sec. 17. No subject of a political or religious nature shall be at any time admitted, under a penalty of 50 cents fine.

Sec. 18. All business done in the Union shall be strictly secret to all outside the Union.

Sec. 19. (a) All and other proceedings in debate, not herein provided for, to be governed by Roberts' Rules of Order.

(b) One tap of the gavel shall call to order; two taps to be seated; three taps to rise.

Secretary Lyons: The Constitution Committee recommends this article and the various sections under it for adoption.

President Tobin: Are there any objections? Hearing none, the report of the committee becomes the action of the convention and it is so ordered.

The chairman of the committee desires to make an announcement.

Committee Chairman Beck: Mr. Chairman and delegates, the Constitution Committee will hold a meeting tonight and we will announce early tomorrow morning the place where you may appear before the committee in connection with your resolutions. We will also go over the subject matter of arbitration that was referred back to the committee and we will permit any delegate desiring to come before the committee an opportunity, undoubtedly some time in the morning or in the afternoon, and it will be announced tomorrow morning. Then we will come back with our recommendation upon that subject matter to the convention, and we hope to be able to make a full and complete report upon all resolutions

and upon subject matters re-referred to us early tomorrow afternoon.

SPECIAL ORDER—ELECTION OF OFFICERS

Delegate Lyons, Local 808: Mr. Chairman, in view of the fact that this convention has adopted the Constitution Committee's report, and in view of the circumstances surrounding many of our delegates who are anxious to get back to some of their busy cities where they are occupied with many problems, I would make a motion now that the Convention rescind its former action in setting the election of officers as a special order of business at 10 tomorrow morning, and that we now proceed to the election of officers and the selection of the next Convention city.

President Tobin: You have heard the motion that we rescind the action formerly taken on the matter of the special order of business. In view of the fact that the Constitution has been adopted almost as a whole and that we have no other committee ready to report, and in order to save time, Brother Lyons makes a motion that the action of today be rescinded and that we now proceed to the election of officers.

The motion was seconded and carried by practically unanimous vote.

A recess of five minutes was taken.

President Tobin: Delegates desiring to make nominating speeches will try to make your speeches as short as possible and be near the microphone so as to expedite the work of the Convention.

I attended the Democratic Convention in Chicago and heard the nominating speeches that were made, and Jim Farley and the other boys ought to come down here and see how we do business.

The press said this evening that one of the most tumultuous and one of the most boisterous and dangerous meetings ever held in historic Constitution Hall was held this morning by the powerful Teamsters' Union.

They ought to come down to a meeting of Local 807 some time. The meeting this morning didn't begin to compare with the old truck drivers' meetings when I used to be business agent some time back. I just thought it bore some slight resemblance to those meetings and it brought me back to the kind of meetings we used to enjoy. But read tonight's papers, brothers. The adjectives they tried to find to describe this awful world disturbance that took place here this morning—well, it is beyond my imagination. These newsboys surely have a wonderful power of imagination.

ELECTION OF OFFICERS

President Tobin: Delegate Frank Brown, Local 710, Chicago, will now take the chair and preside over the Convention.

Delegate Frank Brown, Local 710, in the chair.

President

Chairman Brown: The Convention will come to order and the Chair will call for nominations for General President. The Chair recognizes Dave Beck, Local 566, Seattle.

Delegate Beck, Local 566: Mr. Chairman and delegates to this Convention.—I want to take this opportunity to nominate for office as the President of this great International Union a man who I know will have no opposition. I am not going to attempt to eulogize him because eulogies are not necessary. We who know him—and practically every man in this Convention does know him personally, because he is the kind of an International President who mingles with his men, he comes from the men—we know he has never lost his contact with the membership of this International Union.

I could go back into history and could recite his progress from the time that he was a humble truck driver, down through the period of time until the great achieve-

ment he accomplished here the other night, perhaps the greatest achievement in the history of any labor man in the United States, when he not only introduced the President of these United States to this Teamsters Convention, and to 40,000,000 people listening in throughout these United States and Canada, but he and no one else was responsible for bringing that President to this convention hall. That achievement brings honor to him. It has redounded to the credit of this organization by giving us publicity that could not be purchased with any amount of money.

But far more important than that is the splendid leadership that he has given to this International Union, the great progress that he has made in the trade union movement, the fact that he has been able as General President of this organization to say yes and to say no. He is known as a great disciplinarian, a man who lives rigidly through his conscious understanding of law, a man who deals with labor problems on the basis of practicability and not upon the basis of theory.

I could go on and on. Every honor that labor could afford this man, every gift within the American Federation of Labor, and every gift of our government, every gift of fraternal associations has been heaped upon him, but I know there is no honor that can be given greater than the honor that you can give him tonight, by again electing him to the office of General President.

I place in nomination for General President of this International Union Daniel J. Tobin.

Chairman Brown: The name of Daniel J. Tobin has been placed in nomination. Are there other nominations?

Delegate Williams, Local 513: I move that nominations be closed.

The motion was seconded and carried by unanimous vote.

(Applause.)

Delegate Lee, Local No. 734: I move that the Secretary-Treasurer, Brother Hughes, be instructed to cast

one unanimous ballot for Brother Daniel J. Tobin as General President.

The motion was seconded and carried by unanimous vote.

Secretary Hughes: And in accordance with your instructions I hereby cast 1,506 votes for Daniel J. Tobin for the office of General President of the International Union for the ensuing term.

Chairman Brown: And in accordance with your unanimous action here tonight I now declare Daniel J. Tobin elected General President for the ensuing term.

The delegates arose and applauded enthusiastically.

Chairman Brown: Brother Tobin says he wants to say just a few words to show his deep appreciation and gratitude to the Convention.

President Tobin: I want to say to you, brothers, no pen or tongue can describe the feelings running through my brain, the thoughts running through my mind at this moment. I could not, therefore, if I had the imagination of a genius, express to you in words my gratefulness and my thankfulness for your unanimous expression of approval of my conduct, your expression of confidence in me by your unanimous approval of my years of service.

There is in this Convention at this time perhaps almost 1,400 delegates who did not know me a few years ago. There are 1,100 men here who have not been at a Convention before—and then to think that after 33 years, in election after election, no matter how much I have disagreed with you when I had to disagree in your own interests, to think that in all those years no one was ever nominated against me for the position that I hold as General President—there never was a condition of a similar nature in the labor movement. Not even my old friend Sam Gompers, with whom I worked for years, had the pleasure of enjoying such a record.

That proves conclusively to the nation, to the toilers, to those who despise us as well as to those who reverence

and respect us, that you can have the support, the unanimous support of red-blooded workmen when you play the game honestly.

I am not responsible for the composition of this framework that nature and God has given me. If there are any cells in my brain that are over-active, if I have inherited any tendencies to disagree, if my nature is possessed of certain qualities, I am not responsible. I have either been cursed or blessed, whichever way you want to put it, with speaking my mind openly, with leaving no doubt as to my position on any question. Sometimes it has got me into serious misunderstandings, but the sum total of my experience has been that when a man has nothing to hide, when he leaves his case before his people, his people will vindicate him if they believe him sincere and honest.

Thirty-three years ago when I first took this position I was then business agent of Local No. 25, as I told you last night. I took the job for one year, leaving my family in Boston. The wage I received in Indianapolis was not much; it was very low. You know the history of the organization. At the end of the first year our Convention was held in Detroit, and conditions were such that I had to continue. I had no love for what I went into in the Middle West. The first year of my experience was devoted to trying to bring into the International Union a large number of organizations that were outside of the International Union, so that what I have been doing for the past two or three years in endeavoring to bring together the forces of labor in the American labor movement has been no new doctrine or procedure for me.

When I became President there were three distinct organizations of Teamsters throughout the country. I knew that the men who were leading the Teamsters Unions were all union men, as the men are now who are leading in the divisions of labor. I knew then, as I know now, that the people that were suffering as a result of our division, Chicago divided against New York, New

York divided against Boston—I knew that it was the great rank and file of the membership that was suffering.

After my first year in office, after spending Christmas with my family in Cambridge, I proceeded to New York to carry out a decision of our Board which met in November to bring together two organizations in New York that were working at the same craft and trade, to merge them together in one union within the fold of the International Union. It is now history. It is thirty-one years ago next January, at which time I had been your President only a year, and in my efforts to bring those two bodies of Teamsters together in the interest of unity I was beaten to a pulp and trampled upon in New York City by men who called themselves union men. I was left in the hall bleeding to death until I was picked up by members of another union and taken to the hospital. Some of those who were responsible for that murderous assault, not so much on me as a citizen or as an individual, but on the head of your International Union, are still living and remember it. And I want them to remember here tonight, wherever they are—and they are not far away—the words of the President of the United States: "We shall help the trade union movement to clean out wrong doers and criminals."

Given up for dead, after many weeks of sickness in the Massachusetts Hospital in Boston, I recovered, and all of those years, all of those experiences have stayed in my mind's eye.

On another occasion I was visited in my little home in Indianapolis by a notorious gangster from Chicago who is now in prison, and under threat I was advised that unless the International Union delivered through me two hundred thousand dollars I would be destroyed. They did not collect because I could not give it to them.

Those are the things a man has to pay as the price of being selected as the head of this great organization. One by one those murderers have been eliminated—not by me, but by the law, and those that have not been

eliminated are suffering the torments of the crimes they committed against me by the maddening penetration of the cells of their brains of their brutal acts.

I don't like to mention these things, because they are not elevating. There have been many other experiences, but your action tonight has repaid me for all of the suffering and all of the agonies, almost equal to crucifixion, that I have endured.

I knew a boy once who came to this country with poverty-stricken parents—kicked about, trampled upon, despised, insulted, starved, cold and hungry. That boy hated society for the hardships he endured in the cold winters and the starvation that he suffered, so much so that he determined that if it was ever humanly possible he would pay back society for what he had suffered. And as he grew up he endeavored to educate himself, he gathered to himself comrades and associates. His strength and intelligence grew. Those associates joined with him in an association, and through the hours of suffering, through the power of that association, he paid back to his persecutors, those who kicked him about, those who starved him, by making them pay to those who were associated with him.

He went on and on, and he was chosen by his people to speak for them, to argue for them, and to represent them. He went from country to country representing the multitude and spreading the doctrine of justice and fair play. Then he advanced himself to the point where the heads of government honored him in more than one way. I knew that boy. I am only describing him in a few words, skipping over the tortures and the insults and the sufferings and the poverty that he endured.

Picture if you can that little boy grown to manhood, that boy, torn not from the school but from a home, blinded with sleep and dragged to a factory in the morning. Picture if you can that individual, honored afterwards by the heads of governments in foreign countries as well as his own. You cannot picture it, you have

not lived it, you do not know, but picture these things if you can, and then thank heaven above that such a thing can happen in our country.

But for every set-back in life, for every punishment we endure, for every hardship we undergo there is a reward. That boy has been repaid by your action here tonight, because I am that boy.

You raised our salaries in your generosity here within the last few days. I never asked this organization for a raise in salary. I did not oppose it, because by doing so I might be injuring somebody else. As for myself, what you were giving me was sufficient for the short time that I may be left to serve you. One can't go on forever at my age. It wouldn't be fair. I did not oppose your action for more than one reason.

But for myself, you don't have to do that for me to continue building you up if I can render you service. However, there were many others that were included who deserved the consideration which you so generously gave them.

But measuring back what you have given me for 33 years, and, as some of the delegates have so generously said, measuring back the years of service, when for many years we got no salary to amount to anything and very little hotel and traveling expenses, when I traveled in old, dusty day coaches between New York and Indianapolis and would have to change coaches two or three times and I lived on expenses of \$2.50 a day and I slept in hotels that were indescribably filthy and dirty, as compared with our modern hotel life, in order that I might eat—I say measuring back the years (which is not done by those who want to show what barons of wealth we are now), perhaps the amount would not be so great measured in those terms. But from another standpoint, the standpoint of service of your International Officers, you gave us within the last twenty years 30 cents per month per member. You have decided to continue that. Out of that 30 cents you compel us to use certain amounts

in certain ways. From our revenue we have built up a treasury of \$6,200,000, and we have paid to our organizers and officials the largest salaries paid in the labor movement, up to within the last few years, when other international officers have had their salaries raised.

In all of our experience, in all the industrial smash, in all the bank demoralization during the depression, the International Union never lost one dollar of the moneys entrusted to their charge. I say this without any intent to belittle the work of any corporation—but there isn't a corporation in America, there isn't a private institution that I know of, there isn't a labor union that I know of that has the same record of a minimum of losses during the depression. For 33 years your International Union never had a financial loss of one dollar. So that perhaps after all, measuring service for payment received, you haven't made too much of a mistake.

I say this to you in closing: Wherever I am and whatever I do in public life for any party, it will be done as I understand it in your interests and in the interests of labor.

I have been charged with being an emissary of certain progressive leaders of thought in the political arena by some men who are anxious to criticize my actions. Let me repeat the words of Robert Emmett in his speech from the dock in 1798. One of the charges against him was that he was an emissary of France. Emmett was asked if he had anything to say to show cause why the sentence of death should not be pronounced upon him. That speech was one of the most memorable speeches in the history of the world. He was a young man, about to be destroyed. He was the son of a medical doctor in the city of Dublin. That speech stands out along with the speech of Edmund Burke in the House of Commons, in finding fault with the King of England because of his actions against the American revolutionists. Emmett's speech from the dock was perhaps more brilliant and more educational and stands out even today beyond the

great speech of that great orator, Edmund Burke. One of his statements was as follows:

"I have been charged with being an emissary of France." Turning to the judges, he said: "I am no emissary, for if the French were to come as invaders to our shores, I would meet them on the beach with a sword in one hand and a torch in the other, and I would dispute every inch of ground, burn every blade of grass, and my last intrenchment would be my grave."

Paraphrasing that same language slightly, let me say I am no emissary of any individual in public life, because if that individual or party would come as an invader of my rights, the rights of this Union, I would meet them on the street, with sword in one hand and torch in the other, and I would dispute every inch of ground and burn every blade of grass, and my last intrenchment would be my grave in defense of my Union.

Wherever I go or whatever I say, whatever I do, you who cannot see me and cannot always understand me, I want you to bear this in mind, that it will be only in the interests of the trade union movement of our country.

In closing, I thank you sincerely, more than words can express, for the confidence you have reposed in me tonight, for the stamp of approval that you have placed on my years of service, and I promise every one of you that I will do everything in the future, as I have in the past, to serve you with honor and decency.

I thank you.

The delegates rose and applauded.

Chairman Brown: Brother Tobin, I want to say in behalf of the delegates that they have already shown their faith in you by electing you by unanimous ballot, and at this time I want to express the opinion of the delegates and say that they wish you a successful term. May all your deliberations during your coming term be met

with the same success as in the past. At this time I will turn over the gavel to Brother Tobin.

President Tobin in the chair.

Secretary-Treasurer

President Tobin: Nominations are now in order for the position of General Secretary-Treasurer for the ensuing term.

Vice President Goudie: Mr. Chairman and delegates, I rise at this time to place in nomination the name of a young man who has just turned the 50 mark, according to his own admission, yet he has served this International Union honorably for 35 years—and when I say honorably I mean that sincerely, because during all of that administration of his office there has never been a question, there has never been a word of suspicion. He has conducted himself to the credit of the International Union and the membership of which it is composed.

He originates from the city of Chicago. He received his education in the labor movement in the city of Chicago.

I, too, as Brother Beck stated, could stand here and eulogize the man for hours, but that is not necessary. His record for 35 years speaks for itself. I am not going to bore this convention by telling you of all of his qualifications, but at this time it gives me great honor and considerable gratification to place before you men the name of Thomas L. Hughes for Secretary-Treasurer of the International Union. (Applause.)

President Tobin: Are there any other nominations? Apparently there are none.

Delegate Cannon, Local 93: I move that nominations be closed.

The motion was seconded and carried by unanimous vote.

Delegate Jack O'Brien, Local 710: I move, Mr. Chairman, that the First Vice President cast one unanimous ballot of the convention for the election of Thomas L.

Hughes as General Secretary-Treasurer of this organization for the ensuing term.

The motion was seconded and carried.

President Tobin: Vice President Cashal will cast the ballot.

Vice President Cashal: In accordance with your instructions, I take pleasure in casting 1,506 votes, the unanimous vote of this convention, for Thomas L. Hughes as Secretary-Treasurer.

President Tobin: And in accordance with the action of the convention, I hereby declare Brother Thomas L. Hughes the unanimous choice and elected to this office by this convention for the ensuing term.

Again the delegates rose and applauded.

Secretary Hughes: Mr. Chairman and delegates, I sat back here and I was frightened to death, afraid no one would nominate me. I had that experience once, and I will say to you frankly that I made the best speech I was ever capable of making, and I nominated myself. And what is more, I served three years, something that no other man in the Elks Club ever did.

I am more than pleased and gratified at your action tonight. I have said this many times to you, as I usually do—I make my statements short and sweet. You have a lot of work to do here tonight, and there are a lot more of these lads sitting on the Board who may be afraid they may get a can tied to them. I want to get their misery and pain over as soon as possible.

All I want to say to you again is that I leave with you my record. Those who know me and those who will learn to know me, that record I leave to you, and I hope I will be able to carry on as I have for the past 35 years. As I said last night, I am now 50. If I can carry on a little while longer I think everything will be all right.

In other words, thanks for everything.

President Tobin: I want to make this explanation. Under the laws I think we are compelled to have a roll call if there is any opposition for any one of the officers.

Any delegate here or any member in good standing in the International Union is entitled to run for any office in the International Union. If there are two candidates for one office it is my judgment that we must have a roll call. I am telling you that in time, so that every delegate may understand he has a right to nominate anyone he pleases for any office.

The next order of business is nominations for First Vice President.

First Vice President

President Tobin: The Chair recognizes Delegate Tom Lyons.

Delegate Lyons, Local 808: Mr. President and delegates, 45 years ago in the city of New York there was produced a young man who, on account of circumstances, did not have the opportunity that some of us young fellows have had in the last 15 or 20 years. Education at that time was at a premium. There were no night schools. There were no opportunities—only work in order to keep body and soul together.

This man went to work at an early age driving a coal truck in the city of New York, and from that coal truck, recognized by his fellow trade unionists, was elected as business agent of his Union. He held that office as business agent for quite a number of years and, again recognized by his people, was selected to represent his native state of New York in our great International Union as a Vice President.

Meeting as we are in this great historic hall, knowing the characteristics of this man I am about to present to you, let me say one of the characteristics that has inspired the young trade unionists of our great city and state is his honesty, his fearless courage to lead his men. In many quarters of our state and our nation he has been classified as a conservative, very meek and humble, always taking a somewhat backward position when faced with introductions by prominent people.

In the city of New York the great mayor whom you heard here the other day has recognized the ability of this man.

I want to say to him and to this convention that the pulse of the trade unionists of the Empire State is beating at this very moment. I give to you that great, fearless leader and I hope and trust you will re-elect him as your Vice President—Michael J. Cashal.

Delegate Dawson, Local 553: I rise to second the nomination of a man that I have been working alongside for the past 30 years. It gives me great pleasure at this time to second the nomination of Michael J. Cashal as First General Vice President of the International Union.

President Tobin: Are there any other nominations? There appear to be none.

Delegate Devine, Local 194: I move that nominations be closed.

The motion was seconded and carried by unanimous vote.

Delegate Lacey, Local 816: Mr. Chairman, I move that the Secretary be instructed to cast the unanimous vote of the convention for Michael J. Cashal.

The motion was seconded and carried unanimously.

Secretary Hughes: In accordance with your instructions, I hereby cast 1,506 votes, the unanimous vote of this convention, for Michael J. Cashal for First Vice President.

President Tobin: And by your action you have unanimously elected to the office of First Vice President Michael J. Cashal, member of Local 553, Coal Teamsters of New York, and I declare that election the action of this convention.

Vice President Cashal: Mr. Chairman and delegates, when I say to you I am pleased and proud I am putting it mildly. Twenty-eight years ago in Indianapolis I was elected as Vice President of this International organization. Nobody in New York wanted the job. It took the President two years to get me to agree to take it. It was

a desperate job and nobody wanted it. Since that time it has been desperate from time to time, but I have been very proud to represent this organization, because I have always felt that I was doing God's work along honest lines. I never pulled any punches or played any favorites in the past and I don't intend to do it in the future.

I thank you.

President Tobin: Nominations are in order for Second Vice President.

Second Vice President

Organizer Joe Casey: Mr. Chairman and delegates, at this time I would like to place before you for consideration the name of a man whom I consider an outstanding American gentleman, besides being fundamentally a trade unionist. I lay special emphasis upon the character, the morals, of this particular candidate.

At this time when criticism of every type and nature is leveled against the officers of our great American labor movement, for some reason or another these so-called critics can never cast their searching eyes upon our brother from San Francisco. He has been connected with the labor movement of that great city since there was a labor movement there. He has served that city and that movement in a manner that redounds to his credit. We from San Francisco regard him as our daddy. You know that this candidate succeeded my good father, Michael Casey. On many occasions Michael Casey referred to this brother as the watchdog of the treasury, and in presiding over our meetings in San Francisco it gave Mike many a chuckle to see Johnnie very nearly jump over the desk when an unexplained bill for one dollar and six bits came before his eyes.

In line with that very thought I want to drop another thought, that on one occasion the morale of our movement in San Francisco was about to be broken. Our members were inadvertently forced out of employment by a terrific and almost uncontrolled radical movement, and this watchdog of the treasury, in that hour of need,

threw open the doors of our Union and contributed in a short space of time \$70,000 without hesitation, thus preserving the morale of our people, and we went on to establish our Local and our movement in that particular city in a manner in which it will never be shaken.

Now, brothers, it gives me great pleasure to submit to you for your consideration as Second Vice President of this great International Union our good American Christian gentleman and fundamental trade unionist—John P. McLaughlin.

Delegate Cancilla, Local 265: Mr. Chairman and fellow delegates, being one of the younger men as a leader in our Local Unions, and perhaps disagreeing with our General President when he says that we should train young men to replace the old, I stand before you as a young man only too glad and feeling very honored to second the nomination of an old man.

My reason for seconding the nomination of John P. McLaughlin is because for many years he has been the president of our Joint Executive Council No. 7 of San Francisco, and because I can recall only three or four years ago when, by threats not only to us but to our membership as a whole, by the so-called Harry Bridges and his cohorts, that if we did not go CIO we would be found floating in the bay, there was one man that fought and fought hard for the interests of the teaming movement. That man is the man whom I have nicknamed the "Big Little" man of San Francisco—John P. McLaughlin.

President Tobin: Are there any other nominations for the office of Second Vice President? There appear to be none.

Delegate Murphy, Local 225: I move that the nominations be closed.

The motion was seconded and carried.

Delegate Diviny, Local 85: I move that Secretary Hughes be instructed to cast the unanimous ballot for John P. McLaughlin for Second Vice President.

The motion was seconded and carried unanimously.

Secretary Hughes: In accordance with your instructions, I herewith cast 1,506 votes, the unanimous vote of this convention, for John P. McLaughlin for the office of Second Vice President for the ensuing term.

President Tobin: In accordance with your action you have unanimously elected to the office of Second Vice President John P. McLaughlin, of Local 85, for the ensuing term.

Second Vice President McLaughlin: Mr. Chairman and delegates, to me, it is somewhat embarrassing to sit up here and listen to all of the kind eulogies that were thrown at me tonight. One would think that a man was almost superhuman. I am not. I follow the dictates of my conscience as nearly as I can in the transaction of business for my union and with my fellow men generally.

As stated by Brother Joe Casey, I succeeded his dad when he passed away as Second Vice President. He had been my pal and friend for 40 years. We worked together as a team, with never a misunderstanding or an unkind word, and with somewhat of success as far as the labor movement was concerned.

My action and conduct on the Executive Board will be along those same lines. Whatever is right, fair and decent I will always do for those who may come before it, and always with an eye to the interests of our International Union.

I greatly appreciate your kindness and I thank you sincerely.

Third Vice President

President Tobin: The office of Third Vice President is now open for nominations.

Delegate Wilson, Local 702: Mr. Chairman, I don't know just when it has given me as much pleasure in placing before a convention the candidate that I am going to nominate for Third Vice President, a man who now holds the position.

As Brother Beck has said, I don't want to take up a

great deal of time in eulogizing Brother Goudie, but the stand that he has taken for the benefit of our organization has been just wonderful. I have been connected with the movement for some length of time and at one time General Secretary Hughes and Vice President Farrell and myself sat on the Joint Council of Chicago representing the different organizations.

I might add while I am here, Mr. Chairman, that Vice President Goudie is fearless and he has taken a stand in our Joint Council, of which he is chairman, that I know no other person in our community would take. If something should happen that Vice President Goudie was taken out of our midst, I am at a loss right now individually to know of any one who would be capable of handling the situation which he is handling at this time.

It gives me a great deal of pleasure, Mr. Chairman, to place in nomination for the office of Third Vice President of our International Union the chairman of our Joint Council, No. 25, of Chicago, Leslie G. Goudie.

Delegate Mitchell, Chicago: Mr. Chairman and fellow delegates, it affords me a great deal of pleasure in seconding the nomination of Brother Goudie. I have been associated with him as an official of the Teamsters Joint Council for a number of years. His work has been thorough and well done. He was instrumental in bringing the forces of the Teamsters together in the city of Chicago through his own efforts. His record has been wonderful. He has the respect of the rank and file of our organization and also the Teamsters' officials and he also has the confidence and respect of the business men of our community.

It affords me great pleasure, Mr. Chairman, to second the nomination of Brother Goudie as Third Vice President of this International Union.

Delegate Jack O'Brien, Local 710, moved that the nominations for the office of Third Vice President be closed.

The motion was seconded and carried.

Delegate Rummery, Local 753, moved that the Secretary be instructed to cast the unanimous ballot for Leslie G. Goudie for the office of Third Vice President of the International Union for the ensuing term.

The motion was seconded and carried.

Secretary Hughes: In accordance with your instructions, I hereby cast the unanimous vote of this convention, 1,506 votes, for Leslie G. Goudie, for the office of Third Vice President for the ensuing term.

President Tobin: By your action in this convention in this vote you have unanimously elected to the office of Third Vice President Leslie G. Goudie for the ensuing term, and I so declare him elected.

Vice President Goudie: Mr. Chairman and fellow delegates, it certainly is a pleasure to be elected to represent this wonderful organization again. I can only promise that my actions and deliberations in the future will be as they have been in the past and I will always try to represent the International for the benefit of the membership as a whole.

I believe in my heart and in my mind that I am still one of the rank and file. I believe that is where I belong and that is where my interests lie and always will, to better the conditions and the positions of the rank and file. I thank you sincerely.

Fourth Vice President

President Tobin: Nominations are now in order for the office of Fourth Vice President.

Delegate Gydesen, Local 46: It would probably take a week to tell you of the qualifications of the man I am about to nominate. He is our old father in the labor movement of the Teamsters' organization, Brother John Geary, who is 82 years of age and who was introduced to you at this convention. He is the oldest living member of the Teamsters' organization and it gives me great pleasure to nominate for the office of Fourth Vice President of this Teamsters' International Union Brother John Geary.

Delegate Hudson, Local 120: Mr. Chairman and delegates, it is an honor and a pleasure to be able to come up here and second the nomination of Brother John Geary, the Granddaddy of all Vice Presidents of this International Union, and I only hope that I will be able to second the nomination of Brother Geary for many more conventions to come.

Delegate Coffey, Local 120, moved that nominations for the office of Fourth Vice President be closed.

The motion was seconded and carried.

Delegate Esboldt, Local 409, moved that the Secretary be instructed to cast the unanimous ballot for John Geary as Fourth Vice President of the International Union for the ensuing term.

The motion was seconded and carried.

Secretary Hughes: In accordance with your instructions, I hereby cast 1,506 votes of this convention for John Geary for the position of Fourth Vice President for the ensuing term.

President Tobin: By your action you have unanimously elected for the ensuing term to the office of Fourth Vice President John Geary of St. Paul, and I so declare.

Fourth Vice President Geary: Brothers, I am not going to make any speech. I am going to thank the delegates for the honor you have conferred on me. After serving on your Board for 35 years I think it is a great honor to be re-elected again. Outside of that I feel thankful, after looking at the delegates that are here, that the few seeds that we planted way back in 1899 in Detroit, Mich., have produced this crop.

I suppose that most of the delegates here don't know that we met there in 1899. We did not have a hall to meet in, we got together in a little old office with a wood stove there. We hardly knew what a union meant, but we decided that we should have some kind of an organization and we elected three men to go to the A. F. of L. and get a charter for the Teamsters. This is the result, this convention here tonight.

President Tobin: Vice President Geary has brought back a little history for some of you boys from Detroit, that the International Headquarters of the International Union was for many years in Detroit. They moved out of there in 1903 in October, when we amalgamated the two divisions in the Teamsters' Union and then we moved to Indianapolis.

Fifth Vice President

President Tobin: Nominations are now in order for the office of Fifth Vice President.

Delegate Cronin, Local 408: Mr. Chairman, it gives me a great deal of pleasure at this time to place in nomination for the office of Fifth Vice President of our International Union a man who needs no eulogizing, a man who is from the Middle West, a man who represented organized labor when I was indicted, a man who I think all the men in the St. Louis organization think is the greatest labor leader that has ever been produced, a man that every one in St. Louis reveres as his own father, a man who has served this great International Union to the best of his ability. His record compares with any one in this hall tonight with the exception, I think, of Daniel J. Tobin.

I therefore place in nomination for the office of Fifth Vice President Daniel J. Murphy of St. Louis.

Delegate Bailey, Local 611: I take pleasure in having the honor of seconding the nomination of Brother Dan Murphy.

Delegate Burke, Local 603, moved that the nominations for the office of Fifth Vice President be closed.

The motion was seconded and carried.

Delegate Bailey, Local 611, moved that the Secretary be instructed to cast the unanimous vote of the convention for Daniel J. Murphy for the office of Fifth Vice President.

The motion was seconded and carried.

Secretary Hughes: In accordance with your instructions, I hereby cast the unanimous vote of this conven-

tion, 1,506 votes, for Daniel J. Murphy, for the office of Fifth Vice President for the ensuing term.

President Tobin: By your action you have unanimously elected to the office of Fifth Vice President Daniel J. Murphy of St. Louis, for the ensuing term.

Fifth Vice President Murphy: Mr. Chairman, I want to say that next month, in the month of October, I will be a member of this Executive Board for 27 years. I am just one lap behind Mike Cashal, who stated he was on the Board for 28 years.

I want to assure each and every delegate here and every member of the International organization that I will treat matters, as far as I am concerned, that come before the Executive Board in a fearless manner, without fear or favor, and I will honestly consider the various questions coming before the Board for the best interests of all the organizations affiliated with our great International Union. We know there isn't any better organization and I don't think there is any as good as our organization. So I want to thank each and every one of you for the honor conferred upon me in again electing me as the Fifth Vice President of the International Union. Again I thank you.

Sixth Vice President

President Tobin: Nominations are now in order for the office of Sixth Vice President of the International Union.

Delegate Madison, Local 560: Mr. Chairman, brother members, I come before you to place the name of one that you all probably will know. He has served us for a number of years on the Board and has served us well. Although small in stature, large at heart and broad of mind, he has served us faithfully throughout the East and I am sure he will serve us faithfully on the General Board of the International Brotherhood of Teamsters. I take pleasure in placing before this convention the name of John J. Conlin, for the office of Sixth Vice President.

Delegate Murphy, Local 107: I wish at this time to second the nomination of a man who has served my Local as well as the Locals of the entire state of Pennsylvania, with utmost sincerity. I therefore deem it a privilege and an honor at this time to second the nomination of John J. Conlin for the office of Sixth Vice President of this organization.

A motion was made to close the nominations for the office of Sixth Vice President.

The motion was seconded and carried.

Delegate Somerville, Local 560, moved that the Secretary be instructed to cast the unanimous vote of the convention for John J. Conlin for the office of Sixth Vice President.

The motion was seconded and carried.

Secretary Hughes: In accordance with your instructions, I hereby cast the unanimous vote of the convention, 1,506 votes, for John Conlin, for the office of Sixth Vice President for the ensuing term.

President Tobin: By your action you have unanimously elected to the office of Sixth Vice President for the ensuing term Brother John J. Conlin.

Sixth Vice President Conlin: Mr. Chairman and delegates to the convention, I assure you it is a great honor that you have conferred upon me here by re-electing me as Sixth Vice President. As in the past, I promise you in the future to uphold the International Union and I promise also to bend all my efforts towards the interests of our organization. I thank each and every one of you.

Seventh Vice President

President Tobin declared nominations in order for the office of Seventh Vice President.

Organizer John M. Gillespie: There is a time in every man's life when he gets a job that he really loves to do, to place a pal and a friend and one of the greatest workers that we have ever had in our International Union in nomination for office.

This man I had the pleasure of nominating 33 years ago in the city of Boston for one of our Vice Presidents in our organization when it was really small. Today in many of the leading cities of this country the Teamsters and the Chauffeurs and others connected with our organization can all give credit for the success of those early days to his wonderful work. I am not going to take up much of your time because you know and I know that every Teamster and Chauffeur that is a member of our organization throughout this great country has heard of him many times, and it gives me great pleasure to place in nomination a good friend, Thomas J. Farrell, for the office of Seventh Vice President. He is better known as "Brockie."

There were no further nominations, and Delegate Cowan, Local 93, moved that nominations be closed for the office of Seventh Vice President.

The motion was seconded and carried.

Vice President McLaughlin moved that the Secretary be instructed to cast the unanimous vote of the convention for Thomas J. Farrell for the office of Seventh Vice President. The motion was seconded and carried.

Secretary Hughes: In accordance with your instructions, I hereby cast the unanimous vote of this convention, 1,506 votes, for Thomas J. Farrell, for the office of Seventh Vice President for the ensuing term.

President Tobin: By your action you have unanimously elected to the office of Seventh Vice President Brother Thomas J. Farrell, of Cincinnati, for the ensuing term.

Seventh Vice President Farrell: Mr. Chairman and delegates, my voice will not permit me to talk, but I take the liberty at this time to say to all my friends and pals that I thank you a million times.

Eighth Vice President

Delegate Brewster, Local 174: I rise at this time to place in nomination a man that probably most of you met

during the convention in 1925. This man, in my opinion, is one of the outstanding leaders in the country. He probably has more foresight, he probably has done a better job of what he has to do than any one that has come to our great Northwest. He has had a job that has not been an easy one. He has had a job that took all of the courage that any one could have. He has done that job and holds the respect of the people that he represents and has done honor to them. Some years ago when labor was on the run in that locality the press all over the country had his name in the papers and they did not say very nice things about him. He weathered that storm until today he is one of the outstanding leaders in that locality and not only that, he is one of the outstanding citizens of that locality respected by all.

I take great pleasure, Mr. Chairman, in placing in nomination for the office of Eighth Vice President none other than Dave Beck.

Delegate Dexter Lewis, Los Angeles: I rise at this time to take the honor and privilege of seconding the nomination of Dave Beck, whom we on the Pacific Coast know as one of the dynamic forces of the labor movement. He has no patience with men who do not produce and in some cases he puts us to the test quite rapidly, but we revere him and we believe he is responsible for the organization of the over-the-road drivers, especially in the Los Angeles area of our Pacific Coast.

Delegate White, Local 860: Mr. Chairman and delegates to this convention, in grateful appreciation for a job well done, for an opportunity to do the thing that I love to do, and in grateful appreciation again for an opportunity to go forward with an organization that to my mind is the greatest in the world, I take this very great privilege and pleasure to second the nomination of the man that I think is responsible for the opportunity that I have had in this organization—Dave Beck of Seattle.

There were no further nominations, and Delegate On-

stott, Local 566, moved that the nominations for the office of Eighth Vice President be closed.

The motion was seconded and carried.

Delegate Bowen, Local 465, moved that the Secretary be instructed to cast the unanimous ballot of the convention for Brother Dave Beck for the office of Eighth Vice President.

The motion was seconded and carried.

Secretary Hughes: In accordance with your instructions, I hereby cast the unanimous ballot of this convention, 1,506 votes, for David Beck, for the office of Eighth Vice President for the ensuing term.

President Tobin: By your action you have unanimously elected to the office of Eighth Vice President Brother Dave Beck of Seattle, and I so declare.

Eighth Vice President Beck: Mr. Chairman, my friends and delegates, I was impressed by the difference between the reception I got now and the one I got this morning. You put a time limit on me this morning when I would like to have had a few more minutes and then you wouldn't give me any at all. Well, all I can say is this, I am a new man on the Board and there will be another new one. You have heard a great deal from me the last couple of days and perhaps you will hear a little bit more tomorrow until we get the work out of the way. Then for a while it is my job, I think, to listen rather than do much talking on the Board.

I want to express to you my warm and sincere appreciation and I don't know what more I can say but that.

Now I hope that I am not doing any electioneering when I say remember that in a little while now we are going to nominate a city and I am going to meet you and show you the finest time in Los Angeles five years from now.

Ninth Vice President

President Tobin declared in order nominations for the office of Ninth Vice President.

Delegate Lester, Local 33: Brother Chairman and delegates, we have on the East Coast a young man, a very bright man and an exceedingly clean man whom I know very well and who I am very proud to claim as a friend. This man in character is upstanding and in ability he is outstanding. His success has been almost phenomenal. It has been a well sustained and a constant success. I go on the theory that I learned within my 30 years of membership in a Teamsters' union, from those noble and high minded men on our platform that it is the duty of every Teamster to nominate and support for office in our union the men that they know can do the job. Don't let's get into the habit of nominating a man simply because he is a good fellow and because he wants a job. We want to disregard those things. I am about to place in nomination a man who possesses all of the characteristics and all of the character and all of the virtue and all of the ability that I have enumerated, and under these circumstances I am very happy and very proud to place in nomination for the office of Ninth Vice President Brother Edward Crumback of Philadelphia.

Delegate O'Neal, Local 676: In following along after the wonderful remarks of our good friend Bob Lester, I want to say to this convention that it has been my great pleasure through the past few years to work with the man that was named for this job of Ninth Vice President. He has been everything that Brother Lester has said and we back in Philadelphia and the entire state of Pennsylvania have relied upon his keen judgment in our undertakings. I think that the records at Philadelphia and in Central and Western Pennsylvania as produced in the last few years will bear up those remarks and I take great pleasure in seconding the nomination of Ed Crumback. I know that the State of Pennsylvania proudly seconds that nomination.

There were no further nominations, and Delegate Marshall, Local 249, moved that nominations for the office of Ninth Vice President be closed.

The motion was seconded and carried.

Delegate Devery, Local 807, moved that the Secretary be instructed to cast the unanimous ballot for the election by acclamation of Edward Crumback of Philadelphia.

The motion was seconded and carried.

Secretary Hughes: In accordance with your instructions, I hereby cast the unanimous vote, 1,506 votes, of this convention for Edward Crumback for the office of Ninth Vice President for the ensuing term.

President Tobin: By your action, you have unanimously elected in this convention for the ensuing term for the office of Ninth Vice President Brother Edward Crumback of Philadelphia, and I so declare.

Ninth Vice President Crumback: Mr. Chairman and brother delegates, I want to thank Bob Lester for the fine nominating address and also my good friend, Jack O'Neal, from Philadelphia, for seconding my nomination, and I wish to thank all the delegates for my election. Following the remarks of Dave Beck—I am not quite as bald as Dave, but I am getting there—I think I am a little younger in days, and I know I will be new, and so it will be for me to keep my mouth shut and my ears open and listen.

I do, however, appreciate in all sincerity the honor you have bestowed upon me, and I sincerely pledge you to do a good, clean job for this organization that I represent. Of course, I have met the Executive Board many times and they have been very friendly, and I will say most of my success has been with the help and guidance of our International officers. I thank you again.

President Tobin: I want to assure you that I appreciate the two men you have added to our Board. I think they will bring to you great reward for the confidence you have placed in them. Brother Crumback came to Philadelphia and found it in a deplorable condition as a Union city, second to none. I think you know that. He is not quite as nervous down there on the job in Philadelphia as he appeared here tonight. He has been pretty

sick today and he came over here especially tonight to say a few words to you, and I am sure you have made no mistake in your selection.

The office of Trustees of the International Union is now in order. You have three Trustees to elect for the ensuing term.

Election of Trustees

Delegate Del Monte, Local 379: I rise at this time, Mr. Chairman, to enjoy both the privilege and the pleasure of saying a few words for a candidate whom I wish to nominate. I have heard everybody else here tonight say that their candidate was young, honest and sincere, and I also remember the remarks of a certain young man saying that a candidate was the watchdog for the Local Union treasury. The man I am about to nominate has, in fact, been the watchdog for our Local Union treasury and he also has been here watching the treasury of this grand organization for a long time. So, Mr. Chairman and delegates, I at this time would like to place in nomination the name of a grand young fellow, the name of Nathaniel J. Lannan, of the Local which I represent, for the office of Trustee.

Delegate Hurwitz, Local 168: I don't think that I could find enough words in the English language to eulogize the nominee that was just named by one of our co-workers of Boston, other than to second the nomination of Nathaniel J. Lannan as Trustee for the ensuing term.

Organizer English, Local 68: Mr. Chairman, I rise at this time to place in nomination a man who has served our organization faithfully for the last 15 or 18 years as Trustee for the International Union. You all know him well, and any of you who have been in Cincinnati know that he is a personal friend of Brockie Farrell, and anybody who has ever gone there knows there is nothing that he can do that he won't do to help you out. It is a

pleasure and privilege on my part to place in nomination Milton J. Doll for the office of Trustee.

Delegate Ansboury, Local 89: I am going to nominate a man who helped my people, a man who at any time we would call up and say, "Sandy we need some help in Louisville; come down and help us," he always got response from our good old friend, John O'Brien, of Chicago, and I am proud at this time to place in nomination for the office of Trustee of the International Union Brother John O'Brien.

Organizer Frank B. Brown: I was getting ready to present the name of John O'Brien for the office of Trustee. It has been my pleasure for the last 20 years to nominate him for the office, and therefore at this time it gives me great pleasure to second the nomination of John O'Brien for Trustee for the ensuing term.

There were no further nominations, and Delegate Lee, Local 734, moved that nominations be closed.

The motion was seconded and carried.

Delegate Ansboury, Local 89, moved that the Secretary cast the unanimous ballot of the convention for the offices of Trustees for Nathaniel J. Lannan, Milton Doll and John O'Brien.

The motion was seconded and carried.

Secretary Hughes: In accordance with your instructions, I hereby cast the unanimous vote, 1,506 votes, of the convention for Nathaniel J. Lannan, Milton Doll and John O'Brien for the offices of Trustees for the ensuing term.

President Tobin: By your action you have unanimously elected to the positions of Trustees in the International Union the men named, Nathaniel Lannan, Milton Doll and John O'Brien, and I so declare. It was the action of the convention and those men are duly elected for the ensuing term.

Trustee O'Brien: Mr. President, on behalf of Trustees Doll, Lannan and myself and the Chicago delegation, we wish to express our sincere thanks and appreciation to

the delegates of this 14th Convention for our re-election to the offices of Trustees for the International Union.

Delegates to the American Federation of Labor Convention

President Tobin: The next order of business is the election of delegates to the American Federation of Labor convention. The International Union has been entitled to send six delegates. This year we are entitled to have seven delegates. Perhaps by the end of the year we may be entitled to another one. The limit of delegates from any Union to the American Federation of Labor, no matter if that organization has a million members, is eight delegates. We are entitled this year to send seven. By your Constitution adopted, the President and Secretary are delegates by virtue of their office. You are therefore entitled to elect five delegates now.

Organizer English: I rise at this time to place in nomination a man whom you all know well, a man who has been aide to the President of our International Union for 20 years, a man who has represented the International Union since 1907, John M. Gillespie, who has served together with our President Daniel J. Tobin as business agent in the city of Boston. I have had the privilege and the pleasure of working as business agent in the city of Boston with John M. Gillespie as organizer there. There is no doubt about the work that Brother Gillespie has done. I feel that in the city of Boston John Gillespie is second to no labor leader in the country, because he is always ready and ever willing to do everything he can for the interests of the International Union, and there is no time that you ever go to Indianapolis or anywhere else that Brother Gillespie is not willing to do everything for you. The only trouble with Gillespie is that he wants to do everything for somebody else and he doesn't want to do something for himself. It is my privilege and pleasure to nominate my good friend, John M. Gillespie,

of Boston, Mass., for delegate to the American Federation of Labor convention.

Organizer Beck: Mr. Chairman and delegates, at the chance of imposing on your time more than I am entitled to, I want to rise at this time to place in nomination for this position one eminently qualified and one whom I think every delegate in this convention will agree with me is qualified for this position. Without taking any more time now, it is my privilege and pleasure to nominate as delegate to the American Federation of Labor my good friend, Frank Brewster.

Delegate Shaw, Local 174: I rise to second the nomination of Brother Brewster. I have been a member of his Local since I joined some 12 years ago and I want to say that there is nobody that has contributed more generously of their time in the interest of the Truck Drivers and who has done more for California than Brother Brewster, and I take pleasure in seconding the nomination.

Delegate Touhy, Local 399: I would like the privilege also to second the nomination of my good friend, Frank Brewster, for a delegate to the American Federation of Labor convention.

Delegate Lacey, Local 817: Mr. Chairman and delegates, I don't know if there are enough words in the English language for me to try to eulogize anybody—whether we are at the tail of the kite or not, I don't know—but it gives me the greatest pleasure in the world to nominate one who has done a great work in making New York one of the best towns that there is in the United States today, and I take pleasure in nominating Joe O'Rourke of New York.

Vice President Goudie: Mr. Chairman and delegates, I rise at this time to place in nomination a man from Chicago, who is from the Ice Drivers' Union, a man who has the respect of all of our organizations and has been in the labor movement many years, longer than many of us, and a man in whom we have great confidence, a man

who has been loyal to our movement, and it gives me great pleasure to place before you the name of George E. Wilson of Local 702, Chicago.

Delegate Sullivan, Local 25: Mr. Chairman, I rise to second the nomination of John O'Rourke to represent our International Union at the American Federation of Labor convention.

Delegate Lyons, Local 808: Mr. Chairman, I want to rise at this time to second the nomination of Delegate O'Rourke as the representative of this organization to the convention of the American Federation of Labor. For many years I was secretary of the District Council of New York City and I had the opportunity of watching this young man grow into the office of president of his Local Union. He is a militant leader and has obtained results, and it is indeed a great pleasure for me to second the nomination of John O'Rourke as delegate.

Organizer Thomas O'Brien: Mr. Chairman and delegates to this convention, it gives me a lot of pleasure at this time to place in nomination a very good friend of mine, one whom you all know, and those of you who did not know him have had the opportunity of meeting him and becoming acquainted with him throughout this convention.

He has been a member of our International Union for a number of years and an officer of his own Local Union. In fact, some five years ago when we made a bid for this convention we had at that time in the city of Washington some 515 members. When we got the convention we could not realize for the moment the job we had in hand. We worked together to make this a success, and his work has been tremendous, and I believe that because of that work alone, together with the ability to perform, that he will be an excellent individual to represent this International at the American Federation of Labor convention, and at this time I place in nomination Robert Lester as a delegate to the American Federation of Labor convention.

Delegate Considine, Local 33: I have heard these fel-

lows say there are not enough words in the English language to eulogize a man that they want to talk about. If there weren't enough words in the English language to talk about this fellow I would be in a hell of a fix, because that is the only language I know, but, Mr. President, I would like to second the nomination of Bob Lester. I consider it an honor to myself as well as to my Local to second the nomination of both my friend and your friend and a member of my organization.

A delegate (name not given): I want to second the nomination of a friend of mine and a worker for the organization. I want to say to you right now we are proud to work alongside of the man who, prior to being president of the Local was my boss, and I was a truck driver, and I tell you if you want a man to represent you at the convention he is the man. If you elect this man you will have a man who will look at things as they should be looked at, and it is a pleasure for me to second the nomination of John O'Rourke.

There were no further nominations, and Delegate Stokel, Local 150, moved that the nominations be closed.

The motion was seconded and carried.

Delegate Lewis, Local 208, moved that the Secretary be instructed to cast the unanimous ballot of the convention for Delegates John M. Gillespie, Frank Brewster, George Wilson, John O'Rourke and Robert Lester for delegates to the convention of the American Federation of Labor.

The motion was seconded and carried.

Secretary Hughes: In accordance with your instructions, I hereby cast the unanimous vote of the convention, 1,506 votes, for delegates to the American Federation of Labor convention, for John M. Gillespie, Frank Brewster, John O'Rourke, George Wilson and Robert Lester.

President Tobin: By your action you have unanimously elected the delegates named by Secretary Hughes as delegates to the convention of the American Federation of Labor between now and our next convention.

The next order of business is the selection of a city in which you will hold your next convention.

Convention City

Delegate Pitts, Local 848: Mr. Chairman and delegates, if this convention proceeds for just about 15 minutes as it has for the last hour and a half there will be a lot of happy people in and around the city of Los Angeles, so give us that opportunity.

I would like to say to this delegation here that we were once the blackest spot anywhere on the map of organized labor in these United States, and it has not been but just a short time, a few short years ago, that we have lived down that reputation. In some of the Local Unions in our jurisdiction they did not have enough members to wipe the dust off the charters hanging on the wall.

I want to say to you that we want the next convention of this International Union that has done so very much in our city, where we will show you the beautiful stars, not the stars in the sky. You fellows look out for your ladies and they will all be along with you. We have the stars of Hollywood in our back yard, front yard and side yard. We have a couple of boys here from Hollywood, so I have to be careful what I say. We have on the other side the beautiful Pacific Ocean and we have on the opposite the beautiful mountains of southern California. We have Catalina Island, 20 miles out in the ocean, where we will most proudly see that every delegate and visitor has the opportunity to visit Catalina Island. We have to the south of us Tijuana, for those of you who like to go "south of the border," where they have dark, olive-skinned girls and where the boys from San Diego go at 2 o'clock in the morning across the Mexican border, and they don't get back in time to do their work the next day.

I might say, too, that we are greatly appreciative of all the splendid entertainment that has been provided in the city of Washington, D. C. We are greatly appreciative of the wonderful conditions that we have been able

to establish for some of our people in the city of Los Angeles and throughout California and, in the name of Joint Council No. 42, we ask for the next convention for Los Angeles, Calif., where you shall be royally entertained by all the organizations of southern California.

Delegate Gardner, Local 403: I rise at this time to reiterate the things that the brother of our Council and the secretary of Local 848 has said to you, and we know that you will like southern California. We have done things out there in the last three or four years and we are going to continue to do that. We pledge you if you come to our city with your convention in 1945 we will have doubled our membership by that time and we will have a treasury worthy of giving a grand organization a grand time.

If anybody knows how to give it to you from the ocean to the mountain top and everything that goes with it, you can depend on us to give you the most royal welcome that you have ever had throughout the life of this International Union, and I hope you make it a unanimous vote and we will go home happy.

Delegate Lotti, Local 265: I wish to make a few remarks in regard to seconding the nomination of the convention city. We of San Francisco are supposed to be enemies of the city of Los Angeles. That is only commercially. As union men we are all brothers. I know that it will be only a matter of maybe a few years when the Los Angeles city limits will be on the other side of San Francisco, so I am going to be here and be nice and friendly to the boys of Los Angeles, so when they come up to San Francisco and take over our city that we will have a home to live in.

But getting down to serious business, Mr. Chairman, I want to second Los Angeles for the convention city because I have had the pleasure of meeting most of these boys at the California State Federation of Labor, as I have been a delegate there for the last four years. I have seen the struggles these boys have gone through. I have

seen the growth and the progressive spirit that these boys have had from year to year.

I think it was three years ago that I happened to have Al Young, whom you all know on the West Coast as a friend of the laboring man, and I took Al Young with me to eat and we walked for 45 minutes before we could sit down and eat. By that time Mr. Young was getting ready to pass out. Now you can go anywhere around Los Angeles and find a union restaurant, and it is all due to the efforts of our Teamsters' movement in the great struggle they have had out there and in the general progressive spirit that this organization and this International has been able to provide. Five years hence I believe they will have a great union city, and the prospect of having one of the International Unions there with maybe 2,000 delegates will encourage those boys on to great heights. I believe we should give a unanimous vote of this convention for the next convention city to be Los Angeles, and we will be doing our International and the labor movement a great service.

Delegate Thompson, Local 848: You have told us all about the pleasures. I would like to go a little further along the business line. I would like to say that we have plenty of auditorium room there where you can conduct your business in pleasure; the weather conditions are such that you will be very comfortable; and we have plenty of organized taxi cabs to take you there.

Delegate Ansboury, Local 89: I am getting up to put in a bid for Louisville, Kv., down in the South where organization is badly needed and plenty of publicity is needed to put the organization over. I might say to you that in the South I think it is the most fertile field in the United States today for militant organization of the Teamsters' Union. I can safely say to you boys that the boys in the South in the last few months have been putting on a fight to make the South 100 per cent union.

I went down to Kentucky when I was hungry and broke and badly up against it and I slept on the floor of

an old building there to build a union. There is at this time one of the most militant little Local Unions there is any place in the United States, Local 89, at Louisville, Ky. I am proud to say that was built from the ground floor up, with the help and the close cooperation of our International officers. We don't have the beautiful ocean and Catalina Island nor the mountains, but we have the beautiful stars in the sky that we can show you when you come down. We have a beautiful race course and beautiful race horses and perhaps we can arrange to have the Derby run during the week of the convention. So I just want to say this, that Local 89 of the Brotherhood of Teamsters' Union feel that they are big enough to entertain you, and we plead with you to give us a chance to show those in the Southland the power of our International Union.

President Tobin: Do you place Louisville, Ky., in nomination?

Delegate Ansboury: I have been requested to withdraw Louisville at this time by Los Angeles and they will give it to us the next time.

Delegate Touhy, Local 399, moved that nominations for convention city be closed.

The motion was seconded and carried.

Delegate Pitts, Local 848, moved that the Secretary be instructed to cast the unanimous vote of the convention for the city of Los Angeles as the next convention city of the International Union.

The motion was seconded and carried.

Secretary Hughes: In accordance with your instructions, I hereby cast the unanimous vote of the convention for the city of Los Angeles, 1,506 votes, for the 1945 convention city.

President Tobin: You have unanimously chosen the city that was the worst non-union city in the United States a few years ago. It is now getting to be the best union city for our trade. By your action you have unani-

mously decided to hold your next convention in 1945 in the city of Los Angeles, and I so declare.

Delegate Lacey, Local 816, requested that the delegates going home by way of New York get in touch with and cooperate with the delegates from New York in cooperation with Joint Council 16 in their endeavor to properly take care of the delegates while visiting in New York.

President Tobin: You have heard the statement of Brother Lacey. Let me say this to you, that in a few moments we will adjourn to meet tomorrow morning at 9:30 and if you will pay the same strict attention and be here on time we can probably get through tomorrow afternoon. You can make arrangements to leave, those of you that can get away. Of course that is only a guess.

I want to tell you before you leave that in the entire history of the labor movement in this or any other country, and I have visited the labor movement in many countries in Europe, there never was a convention and an election held of labor where 500,000 members were represented by 1,500 delegates, there never was a convention as harmonious or a session as harmonious as the one we have just concluded. I thank you sincerely for your attention to the business of the convention.

At 11:30 o'clock P. M., September 13, the convention adjourned to 9:30 o'clock A. M., September 14, 1940.

PROCEEDINGS
OF THE
Fourteenth Convention

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS, STABLEMEN
AND HELPERS OF AMERICA

Sixth Day

SATURDAY SESSIONS

SEPTEMBER 14, 1940



HELD AT WASHINGTON, D. C.
SEPTEMBER 9 TO 14, 1940



SIXTH DAY—SATURDAY MORNING SESSION

Washington, D. C.,
September 14, 1940.

The convention was called to order by President Tobin at 10:00 o'clock.

**FINAL REPORT OF LOCAL ENTERTAINMENT
COMMITTEE**

Committee Chairman Lester: Mr. Chairman and delegates, officially our entertainment arrangements ended last night. It was figured that the convention would end Friday night, and it looks as though we might finish some time during the day, so no arrangements have been made for the men. But arrangements have been made for the ladies for the balance of the day. At their convenience they can get back to their hotels any time they wish.

I just hope you have had a good time while you were here and that you will have a nice time going home, and that your recollections of Washington will always be pleasant and happy.

I thank you.

The delegates arose and applauded.

Delegate McDonough: Am I in order to talk on seating an alternate?

President Tobin: Wait until the Committee on Credentials is called upon. Have you a credential for an alternate?

Delegate McDonough: I will explain the situation as well as I can. Last Sunday at our monthly meeting one of the delegates who was elected to this convention had charges placed against him for being active in Communistic activities, and our president saw fit, with the charge against him, not to let him represent us at Washington.

President Tobin: I suggest you refer the matter for immediate consideration to the chairman of the Committee on Credentials, Bob Lester.

Delegate McDonough: I tried to do that for six days. On Monday when I came here I talked to the president of

the Joint Council. He referred me to Tom O'Brien. Tom O'Brien referred me to Lester, and Lester referred me to Buck English, and English said, "See the committee." I saw the committee and they said, "See Tom Hughes." I saw Secretary Hughes and gave him a letter, and the alternate delegate is not seated at this time.

President Tobin: You must not have had much of an argument if all of these fair-minded men did not give you satisfaction.

I am informed George Mitchell has some kind of a letter on your case and I will take it up with him when he comes in the hall. The whole trouble emanates from a misunderstanding. This man has made certain charges against the Committee on Credentials for neglecting something, and I referred him to the committee. I would suggest that some time this morning the Committee on Credentials meet in the back room and give this man a hearing. If he has no case, you can so report back to the convention. He wants some alternate seated instead of the regularly elected delegate, and the committee will notify you later this morning of their decision.

Action of Convention on Assessment

Organizer Casey, Local 85: Mr. Chairman, I don't know whether I am in order in making this statement or not, but in reading the newspapers this morning there was a statement made that I think should be challenged in some way by the officials of our International Union. This mis-statement was not only pernicious but treacherous. There seems to be an attempt to deliberately misinterpret the intent and purpose of the section of our constitution dealing with the 25 cent assessment. It gives out to the general public the idea that it was the intention of our officers to raise some kind of a slush fund of \$500,000 yearly, whether we needed it or not.

I say this for this reason, Mr. President, and I think it should be put into the record. I think the people favorable to an organization that we are trying to get along with are responsible for these statements. I think these

writers of the press are biased and that an element within the C. I. O. that is not favorable to unity and peace and harmony in the labor movement is responsible for these things.

Further, I now have a letter in my possession where one of our best union concerns, the General Mills Company, which does business on a 100 per cent closed shop basis with the American Federation of Labor all over the nation, is being outrageously boycotted in Johnstown, Pa., by the C. I. O. Some expression should go out of here to indicate to these people that possibly we will not be able to control our organizations in matters of retaliation if they are going to insist upon taking these unfair advantages.

President Tobin: I trust the press will take note of what Organizer Casey has said. I desire to clarify that statement, however, by making this statement. Newspaper writers cannot always get into their papers what they themselves write. You men know that. If they did, they would be running the newspaper. They work for the newspaper management and ownership. Newspapers today are business propositions and they write and publish what they believe is news. There are not many that I would want to restrict their right to say what they believe they should say, even if I could use any influence in that direction.

So far as the statement made about the C. I. O. is concerned, I do not agree with Organizer Casey when he says he believes the C. I. O. is responsible for these untrue insinuations that sometimes appear in the paper. The leadership of the C. I. O. are not able always to govern some of their subordinates. We find it difficult ourselves to enforce discipline on some of our organizations in the American Federation of Labor.

I do not desire to continue. We are under the heading of reports of committees and I don't want to continue this discussion that is leading us nowhere.

Delegate Doyle, Local 357: I just read that article in

the paper, and I would like to remind the delegates that one of the greatest men in the labor movement, Keir Hardie, made the statement to the effect that whenever he picks up the capitalistic press and finds any comment upon himself in that paper, he immediately reviews his past performance to see how he betrays the men he represents.

Reports of committees were called for, and the chairman of the Resolutions Committee stated they were prepared to submit a further report.

Death of John Possehl

President Tobin: I have just received information of a very depressing nature, and as long as we are in convention I think we might express ourselves in the form of a few words.

One of my associates in the labor movement, a man whom I have known since he came from the South to act as an organizer for his International Union, the President of the Operating Engineers' International Union, passed this morning to the Great Beyond.

If there is no objection I shall send a message from this convention, in view of the fact that it is in session, offering our condolence to the wife and family and to the organization that will so seriously miss the services of John Possehl. Is there any objection? Hearing none, it is so ordered.

This proves again that in all of our wranglings and in all of our misunderstandings, in all our enjoyments and felicitations, the world goes on, while we sometimes seem to feel that the world is dependent upon ourselves individually and collectively. We do not seem to see that from day to day nature takes its toll and that there is no man indispensable, either in the labor movement or in society as a whole.

Delegate Frank, Local 584: Mr. Chairman, I move that the body assembled here stand for a short time in memory of our departed brother, John Possehl.

The motion was seconded and carried by unanimous vote.

The delegates and visitors rose and remained standing for a short time in tribute.

REPORT OF COMMITTEE ON RESOLUTIONS (Continued)

Delegate Morrissey, secretary of the committee, reported as follows:

RESOLUTION No. 15 Urging Contract for Beverage Drivers

Whereas, The jurisdiction over all beverage drivers has been granted to the International Brotherhood of Teamsters and its various Local Unions;

Whereas, While there are many localities organized under our various charters but many are not organized, due to opposition by local branch managers and franchised owners; and

Whereas, The parent Coca Cola Company in particular has expressed no opposition to organization of their employes, but rather have let it be known they might welcome a nationwide contract, but in spite of this attitude various local managers have resisted organization of their employes, going to the extent of injunctive action and indictments and other tactics abhorrent to organized labor: Now, therefore

The delegates whose signatures appear herewith earnestly request that the officers of our International Union contact these national beverage concerns, particularly the Coca Cola Company, and endeavor to have signed a Union shop contract covering employes coming under our jurisdiction in their various branches and franchise plants, permitting Local Unions to negotiate individual working conditions and wages applicable in their various communities.

The following member delegates endorse the resolution covering organization of beverage drivers:

C. V. McCoy, Local 524; M. E. Steele, Local 499, Portland, Oreg.; Geo. W. Hickman, Local 109, San Francisco; C. W. Williams, Local 501, Vancouver, Wash.; Wm. O'Con-

nell, Local 206, Portland, Oreg.; Bill Griffin, Local 353, Seattle, Wash.; R. L. Monast, Local 353, Seattle, Wash.; Paul J. Smith, Local 353, Seattle, Wash.; H. E. Wheeler, Local 672, Bremerton, Wash.; H. G. Johnston, Local 524, Yakima, Wash.; Neil Pendley, Local 589, Port Angeles, Wash.; Fred Martin, Local 87, Bakersfield, Calif.; Ralph Barker, Local 87, Bakersfield, Calif.; Chas. E. Vest, Local 431, Fresno, Calif.; Jed C. Wills, Local 431, Fresno, Calif.; W. J. Kiser, Local 386, Modesto, Calif.; H. A. Anderson, Local 533, Reno, Nev.; Milton I. Broun, Local 533, Reno, Nev.; E. W. Patterson, Local 57, Eugene, Oreg.; Walter Worral, Local 324, Salem, Oreg.; B. Culpepper, Local 572, Long Beach, Calif.; C. Washburn, Local 572, Long Beach, Calif.; Fullmer H. Latter, Local 222, Salt Lake City, Utah; James P. Doran, Local 763, Seattle, Wash.; James Wilson, Local 699, Aberdeen, Wash.; Wm. Bonallo, No. 699, Aberdeen, Wash.; Jas. Ballew, Local 38, Everett, Wash.; Floyd Greger, Local 231, Bellingham, Wash.; Ray A. Flint, Local 150, Sacramento, Calif.; Geo. D. Souza, Local 150, Sacramento, Calif.; Clarence C. Smith, Local 150, Sacramento, Calif.; Russell W. Powell, Local 150, Sacramento, Calif.; Bruce Lewis, Local 252, Centralia, Wash.; Chas. V. Grubb, Local 58, Kelso, Wash.; Geo. W. Stokel, Local 150, Sacramento, Calif.; J. A. Mack, Local 150, Sacramento, Calif.; F. C. Chesebro, Local 490, Vallejo, Calif.; Wm. S. Barnard, Local 567, Tacoma, Wash.; Ray Killingbeck, Local 567, Tacoma, Wash.; Jack Schlaht, Local 162, Portland, Oreg.; Denney Giveni, Local 672, Bremerton, Wash.; Silver Vitro, Local 174, Seattle, Wash.; Al Crowder, Local 174, Seattle, Wash.; C. L. Erickson, Local 174, Seattle, Wash.; Harry Miniken, Local 174, Seattle, Wash.; E. C. Schell, Local 692, Welen, Calif.; J. P. Poteet, Local 542, San Diego, Calif.; Bill Griffin, Local 353, Seattle, Wash.; E. R. Rosa, Local 690, Spokane, Wash.; Chas. G. Gregoire, Local 334, Spokane, Wash.; Geo. Cowen, Local 174, Seattle, Wash.; Paul J. Ashcroft, Local 537, Denver, Colo.; Geo. W. Stokel, Local 150, Sacramento, Calif.; Sam S. DeMoss, Local 353, Seattle, Wash.; W. C. Milton, Local 174, Seattle, Wash.; Austin G. Thompson, Local 45, Great Falls, Mont.; Willis Mayo, Local 162, Portland, Oreg.; J. W. Noyer, Local 162, Portland, Oreg.; Paul D. Jones, Local 93, Los Angeles, Calif.; A. E. O'Neal, Local 93, Los Angeles, Calif.; E. W. Lynn, Local 93, Los Angeles, Calif.; Arthur J. Hobbs, Local 231, Mt. Vernon, Wash.; Charles Jewell, Local 231, Bellingham, Wash.; James T. Bruce,

Local 93, Los Angeles, Calif.; Mark S. Whiting, Local 93, Los Angeles, Calif.; Harry B. Cowan, Local 93, Los Angeles, Calif.; F. T. Baldwin, Local 93, Los Angeles, Calif.; W. T. Blaney, Local 93, Los Angeles, Calif.; H. M. Davis, Local 117, Seattle, Wash.; Fred Bowen, Local 117, Seattle, Wash.; G. I. Barnhart, Local 117, Seattle, Wash.; Milton Brown, Local 533, Reno, Nev.; Adolph Kramer, Local 195, Seattle, Wash.; C. C. Allen, Local 439, Stockton, Calif.; E. D. Quinn, Local 461, Tacoma, Wash.; P. O. Haggerty, Local 219, Denver, Colo.; Rex Smith, Local 208, Los Angeles, Calif.; A. D. Pitts, Local 208, Los Angeles, Calif.; Bill Rea, Local 44, Seattle, Wash.; Chas. L. Booth, Local 313, Tacoma, Wash.; Harry Satterlee, Local 313, Tacoma, Wash.; Paul Gomsrud, Local 313, Tacoma, Wash.; Ray Killingbeck, Local 567, Tacoma, Wash.; Ed. Bedford, Local 313, Tacoma, Wash.; Wm. E. Ritchey, Local 223, Portland, Oreg.; David A. Sutherland, Local 162, Portland, Oreg.; Lew Cornelius, Local 162, Portland, Oreg.; W. J. McDermott, Local 162, Portland, Oreg.; P. J. Connors, Local 2, Butte, Mont.; Frank J. Birmingham, Local 2, Butte, Mont.; Bruce Lewis, Local 252, Centralia, Wash.; J. D. McEwen, Local 227, Seattle, Wash.; J. R. Gerhart, Local 216, San Francisco, Calif.; Edw. J. Dennis, Local 226, San Francisco, Calif.; Fred J. Wettstein, Local 226, San Francisco, Calif.; Joe Tuohy, Local 399, Hollywood, Calif.; Herb. Metke, Local 882, Seattle, Wash.; J. J. Rohan, Local 882, Seattle, Wash.; R. O. Reinertson, Local 882, Seattle, Wash.; George Grischaw, Local 162, Portland, Oreg.; Walter Payne, Local 162, Portland, Oreg.; Perry Gardiner, Local 44, Seattle, Wash.; A. R. Payne, Local 672, Bremerton, Wash.; Chas. Goodson, Local 148, Wenatchee, Wash.; Joe Ruosch, Local 66, Seattle, Wash.; F. A. Hatfield, Local 66, Seattle, Wash.; Eric G. Ratcliffe, Local 66, Seattle, Wash.; Al. Crowder, Local 174, Seattle, Wash.; Robert S. Ash, Local 78, Oakland, Calif.; Geo. W. Hickman, Local 109, San Francisco, Calif.; H. V. Olson, Local 162, Portland, Oreg.; Alex Linn, Local 162, Portland, Oreg.; A. J. Lund, Local 150, Sacramento, Calif.; A. A. Marty, Local 150, Sacramento, Calif.; C. C. Smith, Local 150, Sacramento, Calif.; Don Underwood, Local 381, Santa Maria, Calif.; Chas. W. Real, Local 70; J. H. Marshall, Local 70; Frank Donovan, Local 38; Jas. Ballew, Local 38; George T. Salvo, Local 137; W. R. Otto, Local 278; Ray N. Mose, Local 206; George E. Mock, Local 598; Ralph H. Clare, Local 399; Roy T. Hart, Local 399; Sol Goldberg, Local

399; Chas. F. Ulrich, Local 227; Gordon Lindsay, Local 44, Seattle, Wash.

Your committee concurs in this resolution and refers it to the incoming Executive Board for further study.

The report of the committee was unanimously adopted.

RESOLUTION No. 23

Protection of Seniority Rights for Men in Military Service

Whereas, Our country is now engaged in the tremendous task of preparing against attack or aggression from any foreign power, and that this preparation will require hundreds of thousands of men; and

Whereas, The majority of this man-power will be drawn from the ranks of organized labor either by volunteer enlistment or conscription; and

Whereas, These men deserve all the aid and support that can be given them by their brother unionists: Now, therefore, be it

Resolved, That the International Brotherhood of Teamsters at this convention wholeheartedly endorse the following policy: That any member in good standing of any Local belonging to the I. B. T., who enlists or is conscripted into the service of the United States of America, in any branch of the service or in any vital defense industry, retain his seniority in his Local and in his barn while he is in said service of the United States of America, so that upon his release from service he shall be returned to his job and to his former place; and be it further

Resolved, That organized labor go on record as throwing its weight for and supporting any legislation protecting seniority on jobs for all workers, organized and unorganized, called for service.

EMMETT R. MULLIN,
ROBERT W. ILLIG,
Delegates.

Submitted by Armored Car Chauffeurs and Guards,
Local Union 820, New York City.

Secretary Morrissey: Resolution No. 23 is an identical resolution with No. 4, and with your permission we wish

to make a combination resolution. For the purpose of the record I have read Resolution No. 23.

Your committee recommends the same disposition to be made of this resolution as was made of Resolution No. 4.

The action of the convention on Resolution No. 4, found in the proceedings of the third day, page 104, endorsed an amendment to insert the word "military" for the word "army" wherever it appeared in the resolution. It also endorsed an amendment to the amendment to adopt the suggestion of the General President that Resolution No. 4 and all others of a like nature be referred to the General Executive Board for further consideration.

The report of the committee on Resolution No. 23 was adopted.

RESOLUTION No. 25

Organization of Railway Express Drivers

Whereas, The American Federation of Labor has ruled that the Railway Express Drivers come under the jurisdiction of the International Brotherhood of Teamsters; and

Whereas, The Railway Express Agency has signed a contract with the International Brotherhood of Teamsters for a period of two years; and

Whereas, It can definitely be proven by the reading of this agreement that the International Brotherhood of Teamsters can give these drivers conditions better than those they are now enjoying under the present set-up, such as 44 hours a week, no split shifts, no short days, etc.; and

Whereas, It is merely necessary for any Local Union to obtain only 51 per cent of their number in order to put this agreement into effect immediately with the Railway Express Agency: Therefore be it

Resolved, That this convention go on record as supporting the appeal of Acting President John M. Gillespie of the International Brotherhood of Teamsters to all Joint Councils in his letter of April 17, 1940, a copy of which is appended hereto, requesting organization of the Railway Express Drivers; and be it further

12 International Brotherhood of T., C., S. & H. of A.

Resolved, That the delegates here assembled pledge themselves to assist in this organization campaign and that the General Executive Board instruct the organizers to allocate part of their time to this organizing effort.

R. A. SHERRIN, Local 808.	DANIEL DOWLING, Local 720.
M. J. DONNELLY, Local 808.	BENJAMIN TANSEY, Local 720.
W. L. WARD, Local 623.	I. J. REID, Local 720.
P. E. HOLLAND, Local 561.	M. J. BURNS, Local 720.
JAS. J. McGOVERN, Local 459.	JOHN F. WARD, Local 720.

The appeal of Acting President John M. Gillespie, referred to in the resolution, is as follows:

Indianapolis, Ind., April 16, 1940.

To all General Organizers and District Joint Councils:

Dear Sir and Brother:

This letter is to inform you of the Scope Rule between the Railway Express Agency and the employes thereof represented by the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, affiliated with the American Federation of Labor.

Article 1, Rule 1: "These rules shall govern the hours of service and working conditions of chauffeurs and helpers, stablemen and garagemen, who are now represented by the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America in the following cities: Cincinnati, Ohio; Cleveland, Ohio; Newark, N. J.; New York, N. Y.; Philadelphia, Pa.; St. Louis, Mo.; San Francisco, Calif.; Chicago, Ill., and in any other city in which a majority of chauffeurs and helpers, stablemen and garagemen may hold membership in the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America."

In bringing this to your attention we want you, in all localities where there are express drivers who are not members of our unions, to bring this to their attention and show them that they should be members of our International Organization.

In localities where there are not sufficient numbers of them to form a union of their own they can be taken into either the General or Truck Drivers Union that happens to be in that locality. In any large city they can be organized into a union of their own. You will note in the Scope Rule the cities we have in our International Union at present, which represents about 31 per cent of the drivers for the Railway Express Agency throughout the United States.

We are also drawing to your attention another section of the agreement that can be used in your talks with the employes of this company, which is—

Article 5, Rule 45, Day's Work: "Except as otherwise provided in these rules, seven hours, forty minutes, Monday to Friday inclusive, and five hours, forty minutes on Saturday, exclusive of the meal period, shall constitute a day's work; provided however, that by mutual agreement locally, eight hours Monday to Friday inclusive and four hours on Saturday, exclusive of the meal period, may be substituted."

This gives us a 44-hour week with the same rate of pay that they were enjoying for 48 hours.

The reason I draw this to your attention at this time is you have to inform them what we have been able to do for the drivers in the cities where they hold membership in our International Union.

All rules and regulations pertaining to the working conditions are the same throughout the country in the book of rules and it will apply to any city or town that may become affiliated with our International Union.

We would suggest that you get a small circular, showing the two quoted parts of our agreement with the Railway Express Agency, and add anything additional that you think will help locally as far as organizing the men, such as the size of our International Union—close to half a million membership—and the fact we do business in the large cities throughout the country, as stated above in the letter.

In all cities where we have the express drivers and helpers organized and any group that is handy to those cities desires to hold a meeting or become organized into our organization, any of these express unions will be glad to have one of their officers talk to these express men and tell them the reason why they should be members of our International Organization.

More can be done for them in our organization than in any other organization affiliated with labor.

Do what you can in every respect along the lines of education and agitation to organize this group of drivers into our International Organization wherever you can.

We are also sending a copy of this letter to the Joint Councils throughout the country, asking them to do whatever they can towards bringing the express drivers into our International Organization where they rightfully belong.

The jurisdiction on these drivers and helpers belongs to our International Union as granted to us by the American Federation of Labor.

With practically all these vehicle employes members of our International Union, with local unions of their own or grouped with Locals in places where there would not be enough to maintain a Local Union for them, we will be able to not only shorten their hours but, as time goes on, will be able to increase the wages of these employes.

We expect the Joint Councils to be helpful in every way they can.

Fraternally yours,

JOHN M. GILLESPIE,
Acting President.

There will be an editorial on organizing express drivers in the May Magazine, written by President Tobin.

Your committee concurs in this resolution and recommends its adoption.

The motion was seconded.

Delegate Sheerin, Local 808, Express Drivers, New York City: Mr. Chairman, I feel I would be remiss in my duty as a delegate to this convention if I were not to appeal to you members present to support this resolution we are asking you to adopt. We have labored in our respective cities since 1918. In seven cities that are now organized in the International Brotherhood of Teamsters we do not need any cooperation, but we do need the help of all of you brothers who are here from these other cities where the Railway Express drivers are not in the International Brotherhood of Teamsters. There are quite a number of the major cities where the Railway Express

drivers are members of the Brotherhood of Railway Clerks. There are others where they are disorganized altogether, and I would like to ask your indulgence for these few minutes to request you not only to vote for the adoption of this resolution but upon your return to your respective cities take it upon yourselves to make certain that the Railway Express drivers are brought into the International Brotherhood of Teamsters, where they belong.

Delegate Tansey, Local 720: We submitted this resolution to the convention for the purpose of completing our organization, so that we will have a majority of the members. We are up against a very critical situation. At times when we went before the United States Mediation Board we have been threatened with a vote taken of the employees in this branch of the business. If there is a 51 per cent vote taken against our organization it means that the Brotherhood of Railway Clerks, or whoever they vote for, will represent all the express drivers in this country.

For the last 22 years in the city of Chicago we have been organized 100 per cent. We do not ask for any help in the city of Chicago or nearby towns that are organized, but there are towns like Milwaukee, Detroit, Boston and other places where the delegates of this convention can organize the express drivers. They have the ammunition. We have the 44-hour week, which the other employees to date haven't got, and I wish the delegates present here today would try to give us a hand to overcome the obstacles that we are up against.

I will give you a short outline here. There are 15,000 express drivers throughout the country. Out of the 15,000 we have 5,500 organized. If we could just awaken the delegates of this convention to help us out to gain another 2,500 members we would have over 51 per cent. It can be done. We don't know at what time we will have to go before the United States Mediation Board and there might be a vote taken, and everything we have done in the past 22 years would be lost.

President Tobin: Brother Tansey, will you correct me if I am wrong? Isn't the number 15,000 in the vehicle department, which includes the garage workers, washers, helpers, etc., every class that is classified as in the vehicle department?

Delegate Tansey: That's right; that many that come under our jurisdiction. If there were 2,500 of these organized into the International Brotherhood of Teamsters it would give us a majority, and we would not have anything to fear. I believe that the express management would be willing to sign up a nation-wide agreement with the International Brotherhood of Teamsters. As I have stated before, we have that agreement covering seven cities that were organized. We are all expressmen, we have been brought up in the game and we love the game and we would like to have the assistance of this delegation in organizing those cities that are unorganized.

President Tobin: Just a few words of explanation. I am absolutely in favor of the resolution, but I want to make this statement. I have fought every inch of the road for the express drivers to be a part of our International Union. We have them in a great many large cities. There are several small towns and places, especially in the South, where we have no union, and the express people, through their influence and power with the railroad brotherhoods, were able to organize them. When men go into an organization in the beginning, whether they are right or wrong, they usually want to stick with that organization.

I have been in the Federation convention for years fighting for this class of workers.

The first strike of express employes that ever took place in this country was conducted by our people in the express strike in New York and Jersey City before the war. As I say, these other organizations where we were not organized some years ago got the messengers and everybody else into their organization, including express drivers.

I had the American Federation of Labor decide positively that this jurisdiction belonged to us. They went so far at one time in the Federation on the appeal of your International officers that they suspended the charter of the Brotherhood of Railway and Steamship Clerks. They were suspended from the American Federation of Labor because they refused to dissociate certain drivers coming under our jurisdiction from their membership. They tell me that some members went into the courts.

Personally, if you will excuse the language, I believe it was a subterfuge and that the courts told them that they could not expel a man from their organization under their constitution as long as they had a death benefit or a mortuary benefit, which they had when that man became a member. I think that is just a subterfuge. Of course, some of these organizations have it written into their constitution, once a member always a member, but to my mind that is also absolutely wrong.

A man becomes a member of a certain trade in his early days and he goes out and accumulates some money; he earns it or acquires it and he becomes a large employer, and under the constitution of a certain labor organization which I won't mention, such an individual can still hold membership in the trade union organization of his craft.

There are large employers in the printing industry who were once journeymen. They now employ numbers of men, and under the laws of some of the printing trades organizations they can hold membership. The same is true of many other unions, although that condition does not prevail in our Union and I hope it never will. If it did we would have thousands of more members. When a man ceases to be employed at our craft, as you have stated in your Constitution, or when he goes to work at another trade or when he is employed in any of the professions, he is no longer working at our craft, and he should and must be given an honorable withdrawal card.

On this situation, delegates, we are going to do what we can. Your action yesterday in refusing to establish a mortuary benefit of a small amount will have a tendency to keep those people away from us, and perhaps will have a tendency against us holding some of those we have, but that was your action, and I subscribe to it.

We haven't the power to tie up an express company because they do not hire our men, as I understand the railroad law. There is a National Government Board of Mediation and Arbitration that can call us on the carpet and tell us when we interfere with this institution that is under Government control and supervision. Otherwise we would tie up or refuse to deliver or handle goods handled by non-members of our union.

Perhaps we have several other drivers that are now in the Brotherhood of Railway Clerks. We are, however, making progress in this whole subject, because the economic strength of our Union is gradually but slowly encouraging those men to come into our Unions, where they have more aggressive protection.

A driver or helper on an express truck is no better or no worse or different than a truck driver or helper working at any other branch of our trade, but they sometimes think they are. For instance, in the city of Oakland, we had express drivers that were working, and I think still are working, for \$4 a week less than our express drivers receive across the Bay in San Francisco. Is that right, Brother McLaughlin?

Vice President McLaughlin: Yes, sir.

President Tobin: In this last general threat of strike by the Brotherhood of Railway and Steamship Clerks, they had to threaten a strike and the Government had to interfere under its Conciliation Board in order to get the things for their members, their drivers and helpers that we had obtained through conference with the express officials.

Still we have drivers who believe they are better off in some other union. And that goes for Brewery drivers.

Today I got a wire from New York asking me to permit truck drivers who are working in the Post Office Department to get a separate charter of their own from the Federation. For years when that work was given out on contract we had truck drivers hauling mail. They are the hardest worked men driving trucks. In most instances those men who are hauling mail and parcels for the Government feel, because there is some simplified form of civil service, that gives them no economic protection, they are so dignified that they feel better if they are not chartered, as the Federation says they should be, by this International Union. I have had labor men ask me to throw down the bars of our Union and allow those truck drivers to have a separate charter. Of course, we cannot consent to it.

That shows you, my dear delegates, the inconsistency, the pitiful ignorance of some men who are working for a living at our trade. There isn't an institution in America, from a labor standpoint, that can protect the men of this craft in even the same helpful manner as this organization, the International Brotherhood of Teamsters and Chauffeurs, with its powerful organization, its large defense fund and, might I say, the intelligence and the aggressiveness of its representatives, locally and otherwise.

I favor the resolution and I hope it will be adopted.

Delegate Donnelly, Local 808, Railway Express Drivers and Helpers, San Francisco: For the enlightenment of any delegates who are in this convention hall today, we have with us about two or three hundred copies of our agreement, and after this session is over, if any of our delegates wish to see any of our representatives we will meet you in the back of the hall and explain anything in our agreement which you may not understand.

The motion to adopt the report of the committee on the resolution under discussion was carried by unanimous vote.

Vice President McLaughlin in the chair.

RESOLUTION No. 30

Contributions to Social Security Benefits

Whereas, Since the advent of social security legislation the members of our International Organization and their beneficiaries have reaped untold benefits in the form of Unemployment Compensation, Old Age and Survivor Insurance and Old Age Assistance; and

Whereas, The many millions which are now earmarked in the Social Security Reserve Fund have caused many antagonists against social legislation to demand a reduction in the rate of contributions; and

Whereas, Particularly in the case of Unemployment Insurance there is a move on foot which would permit employers to make drastic reductions in the rate of contribution to the various state unemployment funds: Therefore be it

Resolved, That before any reduction in the rate of employers contribution be permitted that this International Brotherhood of Teamsters, in convention assembled, go on record as favoring federal legislation which would make it mandatory upon all the states that certain minimum standards of benefit payments be established, and that copies of this resolution be presented to members of both Houses of the Congress of the United States, and to members of the Social Security Board.

Respectfully submitted,

DAIRY EMPLOYES UNION, Local 754,

August Burnier,
Charles J. Flanagan,
Henry Debs,
Julian Butler,
Frank J. Gillespie,
Otto Debs,
Albert Weber,
Jack Cameron,
Fritz Nieding.

Your committee concurs in this resolution.

The report of the committee was adopted.

RESOLUTION No. 31

Favoring Establishment of System of Health Insurance

Whereas, Since 1933 this nation through the aid of labor in the halls of our legislative bodies has made a

steady march in social progress through the medium of the Social Security program initiated during the regime of President Roosevelt; and

Whereas, Workers are now protected against loss of wages while unemployed and while injured during the course of their employment, but there still remains the problem of the loss sustained by the workers of this nation, due to sickness and also to accidents which arise outside of employment; and

Whereas, statistics gathered by our Government show that the low income groups become subjects of public charity in these stressing times of sickness, and that these groups are least able to pay for medical and hospital assistance, with the result that the public must maintain hospitals and institutions which become a tax burden: Therefore be it

Resolved, That the Fourteenth Convention of the International Brotherhood of Teamsters, Stablemen and Helpers of America go on record as favoring an immediate system of HEALTH INSURANCE, administered by the Federal Government by which the people can make contributions into a fund out of which the cost of hospitalization and medical care can be paid for those who are sick; and be it further

Resolved, That copies of this resolution be sent to the President of the United States, the members of the Social Security Board and to the Senators and Representatives from the various states.

Respectfully submitted,

DAIRY EMPLOYES UNION,

August Burnier,
Charles J. Flanagan,
Henry Debs,
Julian Butler,
Frank J. Gillespie,
Otto Debs,
Albert Weber,
Jack Cameron,
Fritz Nieding.

Your committee concurs in the principle of the resolution.

The report of the committee was adopted by unanimous vote.

RESOLUTION No. 32

Commending President Daniel J. Tobin

Whereas, It has been brought to our attention through the public press and otherwise that the General President of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, Daniel J. Tobin, has been selected and called upon in many instances to offer his fair and impartial judgment; and

Whereas, The President of these United States, Franklin D. Roosevelt, has recognized the ability of Daniel J. Tobin; and

Whereas, The President of this International Union, Daniel J. Tobin, has in many cases, not only offered his good advice and judgment, but has exemplified through the principles of democracy wherein he accepted positions to the President's cabinet that proved that his knowledge and services would be offered to the Government of the United States without charge or cost: Be it therefore

Resolved, That we, the delegates assembled, stand 100 per cent behind the President of our great International Union, Daniel J. Tobin, for his principles and standards for unparalleled democracy.

Respectfully submitted,

O. C. SKELTON, Local 229.

Your committee concurs in this resolution and recommends its adoption.

The report of the committee was adopted by unanimous vote.

RESOLUTION No. 33

Motion Pictures

Whereas, The people of the various states have been privileged to see a motion picture, commonly known as "They Ride by Night"; and

Whereas, In so far as the motion picture goes itself, it can be classed as a first-class picture; and

Whereas, Every criticism that can be offered within the scope of this resolution is to be considered as constructive; and

Whereas, We believe that the picture itself does not set forth the advancement and real true principles under which the present-day truck driver works: Therefore be it

Resolved, That we call upon the motion picture industry of this nation to produce a picture that will set forth the modern type of truck driver; and be it further

Resolved, That said picture be scrutinized and approved of by the International Executive Board of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America.

O. C. SKELTON,
Local 229.

Your committee non-concurs in this resolution.
The report of the committee was adopted.

RESOLUTION No. 34

Opposing Second and Third-Class Ratings for Chauffeurs in Navy Yards and Arsenals

Whereas, It has come to the attention of this organization that there are fifteen drivers classed as chauffeurs working for the Government in Mare Island Navy Yard, Vallejo, Calif.; and

Whereas, The men involved are classified as chauffeurs, while their actual work is truck driving, the equipment they use consisting of five-ton trucks up to fifteen-ton including trailers; and

Whereas, There are three rates of pay for chauffeurs on Mare Island, as follows:

Twenty drivers rated as first-class, \$7.20 per day;
Two drivers rated as second-class, \$6.80 per day;
Fifteen drivers rated as third-class, \$6.24 per day;

Whereas, The fifteen men rated as third-class have been in the employment of the Government from six months to seven years, some of the men have been first-class drivers, and were furloughed for lack of work, and when called back to work they were hired as third-class drivers.

Whereas, These men rated as third-class are driving all types of equipment and doing the same kind of work, as drivers receiving first-class pay: Now, therefore, be it

Resolved, That the Teamsters and Chauffeurs Union No. 490, in the meeting held on this 8th day of August, 1940, goes on record as being opposed to second and third-class ratings that are in effect on Mare Island Navy Yard at the present time; and be it further

Resolved, That the International Brotherhood of Teamsters, Stablemen and Helpers call upon the officials at Washington, D. C., requesting them to abolish second and third-class ratings for chauffeurs working on Mare Island Navy Yard.

F. C. CHESEBRO,
Local Union 490, Vallejo, Calif.

Your committee concurs in the resolution.

A motion was made and seconded to adopt the committee's report.

Delegate Wheeler, Local 672: We are also in the same condition, we in the Navy Yards of the United States, as the brothers from Vallejo. If you are talking about one you might as well talk about all of them.

Vice President McLaughlin: This brother says the same condition applies to all Navy Yards as well as Vallejo. Will the brother make an amendment to include all other Navy Yards?

Delegate Wheeler: I would like to make an amendment to include all Government projects, which would include Arsenals and Navy Yards where the same conditions prevail as set forth in this resolution.

The amendment was seconded, and the report of the committee as amended was adopted.

RESOLUTION No. 35

Union Label Suggested on Dairy Products

Whereas, Local Unions have made great strides in the organization of dairies, condenseries, creameries, cheese factories, powdered milk plants and similar plants dealing with dairy products; and

Whereas, The dairy industry is a leading industry in various parts of the country, particularly the State of Wisconsin; and

Whereas, The use of a Union Label in other crafts has been very beneficial, both as a means of organizing new groups and rewarding those employers who treat labor fairly; and

Whereas, The time has come when we who work in this great industry must work harder to help market the

products of our toil in competition with that of cheap labor; and

Whereas, We feel that the use of a Union Label on our goods would be a means of selling these goods to those who realize the meaning of the Union Label: Therefore, be it

Resolved, That this Fourteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America assembled in Washington, D. C., request the incoming General Executive Board to adopt a Union Label to be used exclusively on dairy products; and be it further

Resolved, That a facsimile of this label be sent to every International Union and every State Federation of Labor and Central Body, asking them to support this industry by buying only those products that bear this label.

Introduced by John M. Murphy, representing Local 225 of Milwaukee, Wis., and Martin J. Young, representing Local 507 of Green Bay, Wis.

Your committee concurs in this resolution and refers it to the incoming Executive Board.

A motion was made and seconded to adopt the committee's report.

Delegate Murphy, Local 225: This resolution was introduced for two reasons, or really for three. One is that if we are going to maintain a wage scale for the employes in the condensery and creamery industries in the small cities of the country where they are organized, we must have further organizations of this particular type of men. Secondly, fluid milk in the country is definitely influenced by the price paid to condensory workers, and in most instances in metropolitan areas these employers have been fair, and those of you who have negotiated contracts definitely know that you have had the condensers thrown in your face, the wage scale, the competition, etc. So if we are going to maintain the high standards we have in the fluid milk industry it is just exactly as essential in the condensory that this type of furtherance of union made and processed products go into effect.

I think the condensers, with the exception of the West Coast and in Wisconsin, are probably as big and fertile a field for organization as there is in any other branch of the industry, and this is put in to arouse an interest in further organization of these particular types of plants.

The motion to adopt the report of the committee, which recommended concurrence in the resolution, was carried by unanimous vote.

RESOLUTION No. 36

Registration of the International Emblem

Whereas, The emblem of this International Brotherhood has been registered in all the states of the United States of America; and

Whereas, There is an attempt on the part of a so-called union, in Canada, the C. B. of R. E., to "poach" on the membership of this International, using methods that are not above reproach: Therefore be it

Resolved, That the emblem of this International Brotherhood be registered also with the government of the Dominion of Canada at Ottawa, Ont., at the earliest possible convenience.

Respectfully submitted by

M. H. NICOLS,
Local 670, Toronto, Canada.

Your committee concurs in this resolution and recommends its adoption.

The report of the committee was adopted.

Delegate Morrissey, secretary of the committee: We have twin resolutions here and the proponents of each of the resolutions visited the committee and they have agreed that the resolutions should be combined and made into one. The wording in the first resolution was the better of the two, so your committee decided to use the first resolution as the main resolution. However, I will read both resolutions.

RESOLUTION No. 37

Additional Organizers

Whereas, There are some areas of our great country whose economic development has been retarded; and

Whereas, In these areas there are thousands of eligible workers who are virtually denied the benefits of our International Union because we have no international organizer to devote his time to our needs; and

Whereas, There exist many workers who would gladly join our ranks if our International Union made available the means to properly contact these underpaid workers who are crying out for better conditions and higher wages; and

Whereas, The cost of this organization drive cannot be adequately financed or undertaken by the respective Local Unions; and

Whereas, This condition can be remedied by our International organization if they provide more organizers in these areas: Therefore be it

Resolved, That the Fourteenth General Convention of the International Brotherhood of Teamsters request the General Executive Board to take immediate steps to send organizers to these under-privileged areas to the end that the unorganized be organized and that wages, hours and conditions for those eligible members be improved.

Respectfully submitted,

Robert A. Borden, Local 612, Birmingham, Ala.;
F. L. Medlin, Local 327, Nashville, Tenn.; W. D.
Anderson, Local 592, Richmond, Va.; E. L. Aber-
crombie, Local 450, Atlanta, Ga.; J. R. Braddock,
Jr., Local 613, Jacksonville, Fla.; R. B. Crawford,
Local 367, Houston, Tex.; James J. Murphy,
Local 107, Philadelphia, Pa.

RESOLUTION No. 38

Additional Organizers

Whereas, There are thousands of automotive warehousemen throughout the United States now unorganized; and

Whereas, These employees are among the lowest paid people in their craft; and

Whereas, Said employes in automotive parts warehouses and motor car dealers' warehouses who are unorganized tend to break down conditions established in localities where these people have been organized and working under union agreements and contracts; and

Whereas, In some cases dealers in cities unorganized can and have shipped merchandise into other organized centers to the detriment of both the dealer and the workers in the organized city: Now, therefore, be it

Resolved, That the International Brotherhood of Teamsters take whatever steps may be necessary to the end that complete organization be accomplished as soon as possible in the automotive field, and that this organization be facilitated by the allotment of both finances and experienced organizers to accomplish this work in conjunction with the automotive councils throughout the United States.

This resolution, presented by Local 241, Automotive Warehousemen of San Francisco.

Respectfully submitted,

Kenneth Griffin, Local 241; T. W. White, Local 860;
Paul E. Burg, Local 315.

Your committee concurs, as was previously stated on agreement between the parties submitting the resolutions, and the committee decided to combine them. Resolution No. 37 is concurred in by the committee, and your committee recommends adoption.

The motion was seconded.

Delegate Griffin, Local 241, spoke in support of the resolution and urged that all the assistance possible be given in the drive to organize the hundreds of thousands of unorganized workers that the wages, hours and conditions might be improved for those who had not yet enjoyed the benefits of organization.

The report of the committee was adopted.

RESOLUTION No. 39

Organization of Service Station Operators and Attendants

Whereas, The gasoline service station attendants are a very important part of the International Brotherhood

of Teamsters, Chauffeurs, Stablemen and Helpers of America; and

Whereas, The gasoline service station attendants are a very delicate group of people to organize; and

Whereas, The total number of organized service station attendants at the present time does not exceed five thousand (5,000) members; and

Whereas, The potential membership throughout the United States is approximately 750,000: Therefore, be it

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, in convention assembled at Washington, D. C., the 9th day of September, 1940, go on record to select an experienced organizer to have charge of promoting the organizing of all service station attendants; and be it further

Resolved, That a continuous drive be started at once to organize the unorganized gasoline service station men throughout the United States.

SERVICE STATION ATTENDANTS, Local 972,
Lee Begnel, Sec'y, Bus. Rep.

SERVICE STATION ATTENDANTS, Local 971,
Lester Baum, Sec'y, Bus. Rep.

SERVICE STATION ATTENDANTS, Local 984,
E. J. Gordon, Bus. Rep.

KENNETH B. FLAGG, Local 665, S. F.
ROBERT S. ASH, Local 78, Oakland.

Your committee concurs in this resolution and recommends that it be referred to the incoming Executive Board for study and action.

The report of the committee was adopted.

RESOLUTION No. 40

Elimination of Unfair Practice in Sale of Gasoline

Whereas, In the past few years, there has been a growing tendency on the part of industries and corporations to purchase gasoline and oils in tank car lots, and today the practice has become almost general; and

Whereas, The practice of selling gasoline and oils to their employees at prices which the average service station operator cannot buy at wholesale from the major oil companies; and

Whereas, This practice is undermining the individual service station operator and steadily eliminating more and more employes of the legitimate service stations, forcing these individual stations into one-man operation as their only chance of surviving such unequal and unfair competition; and

Whereas, These said industries not only permit their employes to purchase gasoline and oils, but allow them to bring the cars of relatives and friends into these plants for the purpose of purchasing gasoline and oil at prices which would be ruinous to the legitimate service station operator, and which he cannot meet: Therefore, be it

Resolved, that the Service Station Attendants, Locals 972, 971 and 984, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, do hereby go on record as protesting against such policies and denouncing the practice of the said industries in entering into and demoralizing the retail gasoline business, and respectively petition the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America to draft into a law and enact a fair trades practices gasoline code, which will effectively rule out and prohibit all such unfair competition; be it further

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, assembled in convention in Washington, D. C., the 9th day of September, 1940, do hereby endorse the principles of this resolution, and pledge its support, and that of its affiliated bodies, to the Service Station Attendants Locals 972, 971 and 984, to the end that an appropriate and satisfactory law be enacted, which will eliminate this unfair and unjust practice.

SERVICE STATION ATTENDANTS, Local 972,
Lee Begnel, Sec'y, Bus. Rep.

SERVICE STATION ATTENDANTS, Local 971,
Lester Baum, Sec'y, Bus. Rep.

SERVICE STATION ATTENDANTS, Local 984,
E. J. GORDON, Bus. Rep.

Your committee concurs in this resolution and recommends that it be referred to the incoming Executive Board for legal study and action.

The report of the committee was adopted.

RESOLUTION No. 41

Denouncing Practice of Oil Companies

Whereas, The various states and Federal Government have found it necessary and advisable to place those services that are by nature a public necessity under the control of the people for the benefit of the people; and

Whereas, Gasoline has, through the increasing use of the motor car, become a real public necessity; and

Whereas, The various oil companies have clearly shown their inability or lack of desire to cooperate for the benefit of the people and have consistently demonstrated their greed for profit at the expense of the public; and

Whereas, The said various oil companies are not content with profiteering on the public, but are now making their employes bear the expense of retail operation and are using the employes' money to operate: Therefore, be it

Resolved, That the Service Station Attendants, Locals 972, 971 and 984, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, in convention assembled at Washington, D. C., the 9th day of September, 1940, go on record denouncing the policies of the various oil companies; be it further

Resolved, The International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, assembled in Washington, D. C., this 9th day of September, 1940, do hereby endorse the principles of this resolution and pledge its support to the Service Station Attendants, Locals 972, 971, 984, to the end that an appropriate and satisfactory law be enacted which will eliminate this unfair and unjust practice.

SERVICE STATION ATTENDANTS, Local 972,
Lee Begnel, Sec'y, Bus. Rep.

SERVICE STATION ATTENDANTS, Local 971,
Lester Baum, Sec'y, Bus. Rep.

SERVICE STATION ATTENDANTS, Local 984,
E. J. GORDON, Bus. Rep.

Your committee recommends that this resolution be referred to the incoming Executive Board.

The report of the committee was adopted.

RESOLUTION No. 43

Jurisdiction Over Construction and Road Work

Whereas, Many Local Unions have refused our members work on construction and road work; and

Whereas, In many instances our members are allowed to work after agreeing to pay permit money; and

Whereas, A more harmonious feeling would prevail were this practice abolished and the following resolution adopted: Therefore be it

Resolved, That when a contractor does any work outside his home city and in a locality where a Local Union exists, not less than 50 per cent of the men in such local shall be employed on all work coming under the jurisdiction of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America.

**GENERAL CHAUFFEURS, HELPERS &
SALESDRIVERS LOCAL 325,
Rockford, Ill.**

L. A. MURPHY, Secretary.

Secretary Morrissey: This resolution is a little bit ambiguous, but the Resolutions Committee feels that the proponents of the resolution mean that if a contractor is working under the jurisdiction of Local Union No. 1 and gets a contract to do some work in the jurisdiction of Local Union No. 2 and it requires 60 drivers in that work that 50 per cent of them be permitted to come into the jurisdictional district of Local 1.

Your committee non-concurs in the resolution and feels that this is not properly before the convention, but that it is a matter to be discussed and handled through the medium of Joint Councils.

The report of the committee was adopted.

RESOLUTION No. 42

Local No. 584 and Sheffield Farms Company, Inc., Matter

Resolution Presented by the Delegates of Milk Wagon Drivers' Union, Local 584, Unit No. 3, to the Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Pursuant to the

Direction of the Membership of Unit No. 3, at a Regular Membership Meeting Held on the 29th Day of August, 1940.

Whereas, In the month of February, 1940, a stoppage of work took place at one of the plants of Sheffield Farms Company, Inc., in New York City; and

Whereas, The impartial chairman, Arthur S. Meyer, selected under the contract between Local 584 and the employers, on the request of the employer, assessed damages against Milk Wagon Drivers' Union, Local 584, Unit No. 3, and in favor of Sheffield Farms Company, Inc., in the sum of \$10,000; and

Whereas, The said award for damages, assessed against the said union, may set a dangerous precedent in American labor history; and

Whereas, The said award for damages against the said union has not as yet been paid; and

Whereas, It is desirable that before proceeding further with reference to the said award, the said Milk Wagon Drivers' Union, Local 584, Unit No. 3, should have the benefit of the experience and well-considered advice of the delegates to this convention and of the International officers, so that any action taken by the Local Union concerning the award will not be detrimental to the International body: Now, therefore, be it

Resolved, That this convention recommend to the said Milk Wagon Drivers' Union, Local 584, Unit No. 3, a course of conduct with reference to the payment of the said award; and be it further

Resolved, That this convention give its unqualified support to the proper execution by the said Local Union of the instructions of this body concerning its procedure in the matter of the award.

Fenton G. Hibbets, Murray Zeisler, Frank Gallon,
Henry A. Frank, Paul Foley, Cornelius Curran,
Chas. Weiderman, George Armour, Louis Kane,
Steve Harrison, James F. Kelly, Harry Ham-
marth, Jack Quinn.

Your committee concurs in the resolution and refers it to the Executive Board who shall take the matter up with the legal department.

Secretary Morrissey, on behalf of the committee, moved adoption of the committee's report.

President Tobin: I don't understand the report of the committee. I have listened to many reports in which the committee concurred in the resolutions. But here is something that the National Union had nothing at all to do with. The Local Union entered into some kind of an agreement with employers that during the life of the agreement they would arbitrate to interpret the agreement. We knew nothing about it; they did not consult us. They reached an agreement, as I understand it. Then they have something that goes to the so-called arbitrator that they both agreed on, both employers and themselves. Something that was not provided for, as I understand it, by order of the International Union or with the consent of the International Union, and in the course of the life of the agreement something happened. I don't know and we are not going into what happened. They, the employers, go to the arbitrator. The employers say that the union has violated its agreement and they present their evidence and the arbitrator makes a decision—their arbitrator, not ours, and after agreeing in the beginning to be governed by their own arbitrator, who was the judge in between the two parties, the decision is against them, the union, and they rebel, they kick over the traces.

Then, I understand, the arbitrator modifies it. I am not going into that. We knew nothing at all about it except what we read in the papers, and now they bring in a resolution here for something that they did themselves and that we were not even consulted about, and your committee brings in a recommendation that we approve the resolution, and then they refer to the Board for further consideration and to the legal department. To my mind I don't think you should insist on holding us responsible for any mistake that the Local Union made. The Local Union makes a mistake and are dissatisfied with something they did themselves and now they want us to approve what they did, and I suppose, go further and help them fight against this decision. Well, if you men want to do that kind of thing you are just going to

have the tail wagging the dog. I don't know the men. I only know the union is a strong one; they pay their tax regularly. But that does not give any union the right to go out and do something that it thinks it should do, or do something in violation of the rules set up by this organization. There is no use of having an International Union unless you obey its laws, and if there is something there that is not in the law you are not even justified in doing it without consulting your superior officers, just the same as a Local Union and its members.

If a member goes down to a certain barn and makes a separate agreement without telling his officers about what he is going to do and his agreement falls flat and he gets into trouble about the agreement—what right has he to come back to the Local Union and ask for redress? In a small way that is much the situation. It is 10 times more important with the International Union because the courts in New York have held in another case that the Local Union was responsible for its officers, for its committees or for some of its members. In another case in a Federal Court the Local Union has been fined by the Federal court \$10,000 for the acts of its officers or of some of its members.

You have got to be very careful what you do nowadays. The International Union must be exceptionally careful in protecting itself from the laws as they are now being interpreted, because you are doing work today 90 per cent of which is interstate and there are three or four governmental tribunals that can prosecute you and in some instances they have found union members guilty.

You have heard the report of the committee. The motion is that it be referred to the General Executive Board to be taken up with the legal department, and so on. Are you ready for the question?

Delegate Frank, Local 584: Just yesterday, Mr. Chairman and brothers, the Constitution Committee recommended the adoption of a paragraph in the new constitution which clearly defines the term "lockout."

In the particular instance there happened to be a lockout, according to the interpretation given the term "lockout" in our new constitution and by-laws. There were other conditions there and the union had to take exception at the time action was taken against the company mentioned in our resolution when non-union men were working on the job and where our contract expressly stated that no union member, that any union member, at least, had the right to refuse to work alongside of a man who is not a union member and who, under the terms of this agreement, is required to be a union member. The impartial chairman ruled against us. But why should we stop fighting? If we receive a decision in the courts which we feel is unjustified, there is a higher court to appeal to, and why should any Local Union stop fighting?

I appeal to you brothers here to back up the committee's report and carry this question to accept legal advice that is asked for in this resolution.

President Tobin: Let me ask you a question for information. Is there any of the statement I made about the setting up of this so-called arbitrator incorrect?

Delegate Frank: Our particular unit——

President Tobin: You can answer the question yes or no.

Delegate Frank: I don't think the question, Mr. Chairman, can be answered yes or no.

President Tobin: Did your union agree to this so-called arbitrator before and at the time you had entered into negotiations?

Delegate Frank: Our particular unit was forced under pressure during the time that contract was negotiated to accept the arbitration set-up, but it was very distasteful to us to accept it.

President Tobin: You did accept it.

Delegate Frank: It was accepted under pressure.

President Tobin: Never mind; I want you to say whether you did or you didn't.

Delegate Frank: We did accept it.

President Tobin: Now, then, let me ask you another question: Did you ask the International Union for the right to accept it?

Delegate Frank: There was an International officer involved in the consummation of the contract.

President Tobin: Did you ask the International Union whether or not you should accept this change, to interpret your agreement during the life of that agreement?

Delegate Zeisler, Local 584: You ask the question whether we asked the International Union whether we had the right to have an arbitrator. Might I answer that the International Union does not recognize Local 584, Unit No. 3.

President Tobin: You say it was not recognized?

Delegate Zeisler: That is right.

President Tobin: Vice President Cashal desires to make a statement.

Vice President Cashal: This is a peculiar hook-up, Mr. Chairman, and I want to acquaint this convention with something that they are absolutely guilty of. This group of 584 Union is composed of three units. It has another resolution to come before this body which will come up for discussion later on in reference to their position, and they are represented in this convention. This unit is one unit of about 5,000 members having to deal with the Sheffield Farms Company. This strike lasted six months and a half. It finally went up that there would be an impartial set-up and it was unanimously adopted by all concerning, including this unit, for the enforcement of this contract and to pay the expenses of this impartial hook-up, which means \$18,000 of our Local Union's money.

Now there have been cases that came up before the impartial arbiter and he has taken the position against the company on several of those cases, and I might say most of the cases. So in this case it was a question where the first speaker went to the branch and the men were

piling six high when they should only pile five high. That was their contention. The superintendent said that was his orders and that they should continue to pile six high and the representative of the Local said that if he did that he would tie the job up and the superintendent said if you don't do this I will lay the men off. He laid off three men. They immediately went out and they immediately put in operation the machinery of the arbitration clause in their agreement. Then they took the position that they were right and it was a lockout by these three men being discharged and there was machinery set up to take care of those men. The company took action against them and asked for \$47,000 in damages for loss of business. They had a long trial and they sat in on it in which a decision was made and the arbitrator awarded the company \$10,000 for the loss of the business.

Then the company decided they would cut it down to five thousand if they would agree to go along and comply with the agreement and stop pulling snap strikes. I went before those men myself and I asked them—I am supposed to be their leader in there when I agree with them and when I don't agree I am no more their leader—I asked them personally if they could guarantee to me that they would not pull any more of these snap strikes. I was anxious to get this thing cleaned up. But no, they would not agree to anything.

Now, Mr. Chairman, as far as the proposition is concerned, it is a proposition that belongs to themselves and not in this convention.

Delegate Gallon, Local 584: On the discussion of Brother Cashal, we were on the job and knew the conditions in the State of New York. A man to be acquainted with the facts must not go on what he has heard but what he has seen. You can discuss something that you hear from somebody else, but to discuss it correctly you have got to be there on the job and we were there on the job. These men were not discharged for the idea of stacking six or seven cases high. The tie-up was not due to that

condition. The tie-up was due to the fact that ten bosses were working in the pasteurizing department at the expense of 10 to 15 of our union members who were laid off two days prior to the tie-up. That was the cause of the strike and not the fact of the stacking of the cases which has been stated here. We notified the Sheffield Farms and in the past few years that superintendent has seen that work was done at the expense of the union men. The first man on this thing that I talked to happened to be the business agent in that particular town. I went up on the scene and saw about ten to twelve non-union men and the superintendent working as a boss and we took exception and asked that our men be put back. They refused to put the men back to work that morning. The men were standing out around the plant. The Police Department immediately came down and told us to go and draw a picket line. Owing to the fact that there was no strike we did not have to put a picket line up and this was a lockout. If they wanted a picket line then the superintendent there should establish a picket line over the place, not the union.

Now we are here to discuss the men of our membership, the 5,300 dues-paying members in our organization. That union was one of the biggest company unions for 17 years. They had the strongest personnel of a company union that was ever known. Now what has happened? When we come into the office we started to negotiate with them and to sit around the table and see what we could do. Well, we sat around and discussed things and we did discuss grievances. They met us for three or four weeks and we never got anywhere, and we never did get anything except when we would go out on strike and then we would get our answers fast. We organized 5,300 men in that Local Union and Vice President Cashal will tell you that. That is the only way we got results, not through any arbitration or sitting around a table, but by going out. We never got anything from arbitration. We got it from going out and fighting for

it. We therefore demand the support of the Executive Board now for our local and its members.

President Tobin: Your ten minutes has expired and unless the delegation desires to have you continue we will have to follow the rules.

A Delegate: I think this is purely a local question and should not be taking up the time of this convention and I move to put the question and to vote on it.

The motion was seconded.

President Tobin: If we are going to listen to the whole history of the Milk Drivers' Union we will never get anywhere.

Now there is no need of telling us the history of the Sheffield Farms Dairy. We know it in the International Office. The question is purely this, brothers, with all due respect to you—you entered into some kind of an agreement or a set-up of an impartial arbitrator. You consulted nobody in the International Headquarters and your agreement provided that that arbitrator would decide questions arising during the life of the agreement and that his decision would be final and binding. There are other industries in New York that do the same thing and very successfully, if a union can afford it. My idea and personal feeling is that it is a good thing in very many instances if you can get a real arbitrator. Jimmie Walker was selected the other day in the clothing industry at \$25,000 a year by the clothing workers or by some branch of the clothing workers, cloaks and suits and so forth, and the employes in the clothing industry tell me it is the real thing. Now if you men had done the same thing in the Sheffield Farms affair and then there is some strike or something pulled in violation of the agreement and the boss appeals to the impartial arbitrator and he decides after a hearing of the case that you had deprived them of \$47,000 or \$48,000, and that contention was sustained because you violated this agreement. And then they go in before this arbitrator that you selected, that you agreed to abide by his decision, and he decided to

modify the claims of the bosses and cut it down to \$10,000 instead of \$47,000. Then I understand he gave them time and still modified it, and the very agreement that the men themselves and the Sheffield Farms agreed to abide by, the very decision that they agreed to abide by, they are now kicking over and they come in here and try to saddle it on the International Union that had nothing to do with it.

Delegate Zeisler, Local 584: A point of order.

President Tobin: Just a minute. After you state the point of order then we will see if there are enough who desire to have the previous question.

Delegate Zeisler: When we put this resolution before the committee we didn't put it there for the purpose of finding out whether we were guilty or whether we were not guilty——

President Tobin: That is not a point of order. The delegate here stated that he had a point of order.

Delegate Zeisler: I am stating my point of order.

President Tobin: What is your point?

Delegate Zeisler: My point of order is that we were not concerned about our responsibility. We don't say we do or we don't want to——

President Tobin: You are not talking on the point of order. If you are going to try to run anything over here with that loud language you are foolish. Your point of order is not a point of order. You are making a statement. Now if I were making a point of order, if I was in your place I would raise a point of order, and I am not putting the language in your mouth, that the Chair is not stating the facts or something like that. Is that what you have in mind?

Delegate Zeisler: That is right.

President Tobin: I cannot decide that a point of order. I think I did state the facts.

Delegate Zeisler: ——

President Tobin: The previous question has been

called for. Is there a sufficient number of hands demanding the previous question?

There being a sufficient call for the previous question, it is now called for and as many as favor the motion of the committee, which is to adopt the resolution and refer to the Executive Board, shall signify by saying "Aye."

On being put to a vote the Chair declared the motion was lost and the report of the committee was not sustained.

President Tobin: I am looking for this opportunity, in behalf of the Milk Drivers of New York, to make this statement so that they won't make any blunders that may destroy them. I cannot tell you everything that has come to my attention throughout this country, but I can tell you something, gentlemen—this goes for all of you, but especially for some unions that seem to pay no attention to laws that they themselves made, and it is this, that unless you obey the laws made by this union and the laws of the land you will find yourselves in more trouble than you can even imagine just now, and you can't laugh that off, brothers, if you want to.

I have seen the Milk Wagon Drivers' Union of New York reach a membership of 12,000 or 14,000. I saw them get their first union shop contract way back over 25 years ago, and I saw them obtain in that contract after two or three years of organization better conditions than the Milk Drivers' Unions that had been organized 20 years before them. And then they got drunk with their power and they refused to obey the order of the General President. When they were in Madison Square Garden in a meeting they refused to listen to arbitration. They refused to give time to those that were trying to adjust it, and they went out on strike and lost hundreds of thousands of dollars and destroyed one of the strongest unions we had in the International by their acts. I went to the head of one large company with the late Bill Neer, who had been in New York during the strike. I went with him and I believe Vice President Cashal was there

also, and in the name of the International I begged for a conference. While he treated me personally with respect, he refused a conference to organized labor because he said those men set aside your orders, they set aside everything upon which the principles of labor are founded. "They tried to destroy this industry, Mr. Tobin, and you cannot expect us, now that they are crawling"—which they were—"you cannot expect us to reopen the negotiations."

And for years, as a result of their unjustified action—and I say it after 25 years, most of them are gone (those who were with me then from Chicago have passed away); I am remaining and compelled to tell the history of one of the most contemptible acts that was ever committed against this International Union and against the membership of Local 584. I have seen them for years trying to get an organization in this particular firm and other firms in the milk industry in New York, and they were only able to organize the small dealers, mostly those delivering milk in the Jewish district. And they formed company unions, and up to the time of the passage of the National Labor Act they were in a company union in this particular corporation and I am informed—whether I am correctly informed or not, I cannot swear to it—but I am informed by an honorable leader of the CIO who is now in Washington in connection with the Government that those same men in this particular corporation applied for a charter, or made overtures for a charter in the CIO, and that the leaders of the CIO advised them to affiliate with our International Union, and they took a vote and so decided. The strike I told you about was over 25 years ago, when they first destroyed a most powerful organization by their impetuous acts and by their belief in their all-powerful union. A union can win only when it is right.

Delegate Zeisler: A point of order.

President Tobin: It is not customary to interrupt the General President. The brother will be seated. The

office of the General President is entitled to the respect of every delegate.

Delegate Zeisler: You are not entitled to more than the rest of us.

President Tobin: You can talk after I get through if you want to dispute any of the statements I make, and you will find it the history of this case because I have lived it. This group returned, in recent years, to our International which they decided, after agitation and considerable disgruntlement, claiming that the vote was prejudiced in our favor by the employers, which was an absolutely unfair statement. Well, that is the history of this powerful, hard working union. If it has any merit at all, at least it should have the merit of our former victories or blunders being the guiding light to us for the future. That, perhaps, is the only advantage of history, and I have made these statements this morning not for my own edification, but I ask you to look over the history of the milk drivers in New York and take from that history a lesson and study well the causes of the destruction of the once all-powerful Milk Drivers' Union, and let that history and that education be your guiding star for your future continuance and for your future guidance.

But, in addition to what I have said, let me also impress upon you who are milk drivers that you are dispensing one of the actual necessities of life, that a great deal of the products that you are handling are interstate, and that no government in either state or nation will permit you to continuously set aside the laws of labor or the laws of the land.

I could say much more but I don't desire to. I am merely making the statement now because I know what is going on and I make just this prediction for the sake of inspiring or instructing the men here from that union so that they can carry it back to their people, that unless you change your tactics and observe your agreements—remember, I am saying observe your agreements and exercise due discretion and care at the expiration of your agreements and use common sense instead of what you

believe to be an insurmountable force, you will bring about the destruction of this powerful union, perhaps, in the near years to come. There isn't much honor for a prophet in his own country, in his own day. I could escape saying this, were I not compelled to believe it to be my duty, because it is my duty to advise and caution any union or unions that in my judgment, in their honesty and sincerity and impulsiveness and aggressiveness, cannot see things as we see them from the office of the headquarters. And in directing my remarks to Local 584 I want every other union to take cognizance of what I have said.

In this morning's paper you have read of the destruction of the citadels of London. You have seen every other country in Europe practically destroyed that believed it had freedom. I am not speaking with any knowledge of governmental reports. I am speaking as an observer and as a result of the information I obtain from reading and from contacts with my fellow trade unionists in this country and with business representatives, everywhere. I want the press to fully understand that. It is the judgment of a large number of people in this country who are in a position to know the facts that the last nation on the other side of the Atlantic that stands for democracy and freedom of the toilers is in danger, in very grave danger of being destroyed. And it is also the opinion of men who seem to know, that if that country is destroyed this country will be attacked. We cannot close our eyes to those facts, no matter how we try to do it, and if this country is attacked through Canada or through some friendly haven to the south of us, beginning with Mexico, every semblance of freedom that we enjoy, and every social and economic condition that we have won are liable to be set aside for the time being while we are engaged in this world struggle. I hope I am mistaken.

I hope I will be interpreted only as talking as a labor official with more than perhaps the ordinary understanding of the situation, but in my life of many years before the public and the trade union movement, which has now

reached its highest pinnacle of strength numerically, our country is in greater danger today than it ever was in its history, and so is the institution of capital. If war comes labor and capital will go down for many years.

It may not be my privilege to see many of you again, but take this message back, beware of the enemy of destruction, not only against the trade union movement, but against our civilization, who is almost now approaching our doors.

Delegate Zeisler, Local 584: Mr. Chairman, I arose to a point of order and my purpose for doing that was to advise you of the fact that we have a resolution coming up here which covers the identical point that you were discussing, and if that resolution was given the opportunity to be brought up on the floor you would certainly have used your influence at that time to make an effect which would be adverse to us. At the present time your influential remarks have already created an adverse effect as far as Local 584 is concerned.

President Tobin: My remarks can be construed any way you want to. It depends on how we look at things. I have to look at the situation from a historical standpoint, and what I have repeatedly said has been said in your interests. I don't want my statements to be misinterpreted or misstated before your membership, where I won't have any opportunity, perhaps, of making these statements. I know you are sincere in your desire to be honest and fair. My interest here is to guard this International Union. Surely, when you tell me to do that, under oath and under obligation, you would not want me to violate that solemn promise and try to put something on the shoulders of the International Union that does not belong there or refuse to defend its honor and its laws.

That is purely a local matter. Whatever the merits of the case, my position and my duty is to protect our laws. Because, brothers from Local 584, if we establish such a precedent here as you desire it becomes a matter of historical record and the door is open to every other

union to do something that they think they should do in violation of our laws or without consulting us and then ask for the same consideration that we would grant to Local 584, namely to sanction their acts. We would be establishing a precedent that we cannot possibly establish and protect the solidarity and the continued strength of this International Union and its laws.

Delegate Quinn, Local 584: A point of order, Mr. Chairman. Have I the right, at this time, to make a motion?

President Tobin: No, unless it pertains to the rules, or the suspension of the rules. If you want to make a motion dealing with the convention here and its rules.

Delegate Quinn: That is right.

President Tobin: What is the motion?

Delegate Quinn: Fellows, we all know here that the President has put in a rather tough session here for the last three or four days, and I would like to make a motion that we set aside the rules of this convention and adjourn until Monday.

President Tobin: The motion is not seconded. The committee will proceed.

RESOLUTION No. 27

Resolution No. 27, which had been submitted to the committee, was withdrawn by consent of the proponents.

RESOLUTION No. 44

Endorsement of President Roosevelt

Whereas, There never was a time since our country came into being when conditions, domestic as well as foreign, issued such a challenge threatening the very structure of our democracy; and

Whereas, Throughout the last eight years, despite the chaotic conditions that were inherited by him and because of his progressive labor policies, our teamster movement has grown to be the largest branch of the American Federation of Labor; and

Whereas, Through other similar economic periods, history reveals that, with not so considerate men sitting in the White House whose actions and philosophies were unfriendly to labor's problems, many such organizations passed out of existence; and

Whereas, He has, on numerous occasions, through his foresighted legislative enactments, eliminated long established precedents in order to help build up, protect and develop the rights of every laboring man and woman; and

Whereas, We feel that the destinies of our great Republic could not, at this crucial period, be placed in any safer nor surer guiding hand, and because he has championed throughout his last two terms the cause of our laboring people: Therefore, be it

Resolved, That this convention shall take the courageous stand for him who has, on numerous occasions, taken such a position for our people, by disregarding its usual policy, because we are passing through unusual times, and endorse President Franklin Delano Roosevelt for a third term.

RICHARD A. BUTLER,
THOS. J. HAGGERTY,
GUS MOLINE,
CLARENCE H. BACH,

Local 753.

Your committee calls attention to the fact that Resolution No. 12 was a similar resolution and for that reason we recommend the same disposition of Resolution No. 44 as was previously taken on Resolution No. 12.

The report of the committee was adopted.

RESOLUTION No. 45

Publicity Through License Plates

Whereas, Proper publicity is beneficial to any organization; and

Whereas, Members of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America can further the publicity of membership by the display of buttons, emblems, and other recognized registered insignias; and

Whereas, Valuable publicity could be obtained by the display of license plate emblems by the membership on private automobiles and trucks: Therefore, be it

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America approve and adopt the design of the attached illustrated sketch; and be it further

Resolved, That the International Executive Office considers the company responsible for the creation of this license plate emblem, namely, Bastian Bros. Co., Rochester, N. Y., as being a worthy union shop making a quotation of price within reason of membership purchase of this emblem.

THOMAS WHITE, Secretary, Local 860.

A. C. FORTEY, Secretary, Local 575.

J. W. ESTABROOK, Secretary, Local 206.

This resolution appears to the committee as offered on the part of some individuals to probably increase the sales for Bastian Brothers. Your committee objects very strongly to some of the language used in the resolution. However, we think there are some parts of the resolution that have a little bit of merit, so we refer the resolution to the Executive Board for study.

The report of the committee was adopted.

RESOLUTION No. 46

Shop Card for Service Stations

Whereas, The American Federation of Labor has granted the jurisdiction of service station employes to the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America; and

Whereas, There are some 880,000 employes in this industry available for membership in the International Union; and

Whereas, There is great need for organization in the service station field, due to the long hours worked and the very low rate of wages paid; and

Whereas, The various affiliated Local Unions of the International Union throughout the country are conducting organization campaigns to bring these employes into the Union; and

Whereas, The support and cooperation of the International Union and all of its affiliated locals is so necessary to insure a successful conclusion; and

Whereas, In the attempt to organize, the necessity has arisen to in some manner distinguish between organized and unorganized stations; and

Whereas, Due to this condition, our various Joint Councils and Local Unions have drafted various types of shop cards which do not coincide in design, thereby confusing the public and members of labor desiring to patronize union operated stations; and

Whereas, This card has proved to be a very beneficial point in the organization of this type of employe, it can readily be seen that a national shop card, issued by the International Union, would be much more effective: Therefore, be it

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, assembled in regular session in Washington, D. C., this 14th day of September, 1940, appoint a committee for the purpose of drafting an International shop card to be used throughout the entire nation, and that said committee be instructed to make the shop card available, through the International Union, to all Local Unions, at the most reasonable price possible.

Respectfully submitted,

GARAGE EMPLOYES, Local Union 44,

Gordon Lindsay, Secretary-Treasurer.

Your committee concurs in the resolution and moves adoption of the committee's report.

The motion was seconded.

President Tobin: You have heard the report of the committee. I should leave this thought with you. I don't like issuing shop cards to a branch of our Union without deep study and consideration. For instance, you adopt your shop card and it may become the property some time of undesirables. The card, of course, will be studied by the Executive Board. However, by the report of this committee you are giving orders that we must proceed with shop cards and that a committee be empowered to draft the rules under which it shall be issued. The only shop cards we have is our emblem. If you had eleven gasoline stations in a district and these gasoline employes

were organized only in one station, in that situation then you would be expected to buy your gasoline at that one station where this shop card was exhibited. It is quite a large problem. I think if this procedure takes place that the report of the committee should be amended to refer the whole subject matter for consideration and consultation to the General Executive Board with full power to decide its merits and disposition. Would the committee accept that suggestion or would you think that would destroy your purpose?

Delegate Williams, Local 787: I would like to make an amendment to that motion if I am in order. Am I in order?

President Tobin: Yes, you are in order to amend the report of the committee.

Delegate Williams: I offer an amendment to that report that after study by the General Executive Board if they find it is not practical to issue this card it be not issued.

President Tobin: The amendment is that the entire subject matter be referred to the General Executive Board for their consideration and action without instructions from the convention.

Delegate Lindsay, Local 44: If I may at this time, Mr. Chairman, I would like to express to the delegates some remarks on the shop card and our idea in order to build the organization of the service station and garage employes throughout the country. We find now that some 45 shop cards of different designs are displayed in various sections of the country, all of them bearing some sort of label or insignia of the Teamsters' International Union, and as you travel from place to place it tends to confuse you as to whether or not they are all chartered by the International Brotherhood of Teamsters. In the City of Butte, Mont., there is a condition where the men belong to the Clerks' organization and some of them are operating under a Federal charter. We on the Pacific Coast have found our own success or method in organ-

izing service stations is to display the Union shop card bearing the insignia of the Teamsters' Union.

I believe that if the International Union would grant a shop card that will be universally displayed by all organizations under our jurisdiction we will be successful in organizing the garage employees.

However, Mr. Chairman, our resolution was presented by my Local Union and we have no objection at all to the Executive Board studying that with the hope and thought in mind that as soon as possible they will issue that shop card.

President Tobin: The endorser of the resolution is willing to accept the amendment that the whole subject matter be referred to the Board for investigation and consideration and action.

The report of the committee as amended was adopted by unanimous vote.

RESOLUTION No. 47

Jurisdiction Dispute with Brewery Workers

Whereas, The United Brewery Workers' International Union of America continues to defy the laws, decisions, and jurisdictional awards of the American Federation of Labor, particularly as it relates to the numerous decisions of our parent body awarding the International Brotherhood of Teamsters its natural jurisdiction over drivers employed on brewery trucks; and

Whereas, The United Brewery Workers' International Union of America have resorted to the most reprehensible tactics in pursuance of their defiance of the laws and decisions of the American Federation of Labor; invoking injunctions through the Federal and State Courts against our International Union, its officers and representatives to restrain them in the pursuit of their lawful jurisdiction under the laws and decisions of the Federation; filing damage suits for enormous amounts against our Unions; consorting with certain anti-union interests and individuals and otherwise conducting their fight against the Teamsters' Union of the Pacific Northwest in particular, in a manner that does violence to every principle of trade union law and decency; and

Whereas, The concentration of all the resources of the United Brewery Workers' International Union of America against a small portion of our Teamsters' Union located in the Pacific Northwest not only imposes an unequal burden on our locals in that locality but likewise prolongs unnecessarily the successful termination of this indefensible controversy: Therefore be it

Resolved, That the International Brotherhood of Teamsters, in national convention assembled at Washington, D. C., be herewith petitioned to launch immediately a nation-wide campaign against the United Brewery Workers of America and all of its locals to enforce the lawful jurisdiction of the Teamsters' International Union over all drivers and helpers of brewery trucks, and that the full resources, financial and otherwise, of our International Union be employed for that purpose to the end that the United Brewery Workers of America be forced to scatter their resources and fight on every front, instead of being able to concentrate them all in one locality and thus make possible the waging to an early and victorious conclusion, the just fight for the lawful jurisdiction of the Teamsters' International Union over the drivers of brewery trucks as repeatedly awarded them by the American Federation of Labor; and be it further

Resolved, That our Local Unions everywhere be directed to withdraw from all Central Labor Councils and State Federations of Labor that permit the locals of the Brewery Workers to be seated therein, and that our International Union temporarily discontinue the payment of its per capita tax to the American Federation of Labor until this fight has been won either directly by our Teamsters' International Union or the American Federation of Labor has devised ways and means of enforcing its decisions against the recalcitrant United Brewery Workers of America, and clear the escutcheon of the American labor movement of the reprehensible record written in recent years by the United Brewery Workers in their unlawful crusade against the just jurisdiction of the Teamsters' International Union.

EINAR O. MOHN, Local 231.

W. C. MILTON, Local 174.

B. L. Culpepper, Local 572, Long Beach, Calif.;
Richard J. Seltzer, Local 572, Long Beach,
Calif.; J. R. Onstott, Local 566, Seattle, Wash.;
C. Washburn, Local 572, Long Beach, Calif.;
Ed. S. Davis, Local 255, Portland, Oreg.; E. K.

Berg, Local 206, Portland, Oreg.; H. V. Olson, Local 162, Portland, Oreg.; Wm. A. Glenn, Local 162, Portland, Oreg.; Morton G. Haggerty, Local 337, Detroit, Mich.; James Wilson, Local 699, Aberdeen, Wash.; Wm. Bonallo, Local 699, Aberdeen, Wash.; Frank Ford, Local 271, Detroit, Mich.; W. J. McDermott, Local 162, Portland, Oreg.; Harlan Jones; George C. Mathieson, Local 38, Everett, Wash.; Joe Francis, Local 174, Seattle, Wash.; Mark S. Whiting, Local 93, Los Angeles, Calif.; Al Crowder, Local 174, Seattle, Wash.; W. J. Kiser, Local 386, Modesto, Calif.; E. R. Rosa, Local 690, Spokane, Wash.; C. G. Gregoire, Local 334, Spokane, Wash.; N. LaPoma, Local 174, Seattle, Wash.; A. Dobbeck, Local 735, Chicago, Ill.; F. Berndt, Local 769, Chicago, Ill.; D. O. Donnell, Local 174, Seattle, Wash.; John J. Duffy, Local 68, Boston, Mass.; Paul Fuhrer, Local 432, Oakland, Calif.; A. J. Capurro, Local 432, Oakland, Calif.; H. E. Wheeler, Local 672, Bremerton, Wash.; Chas. Goodson, Local 148, Wenatchee, Wash.; James H. Kidder, Local 572, Long Beach, Calif.; Phil J. Scott, Local 770, Los Angeles, Calif.; Harry Miniken, Local 174, Seattle, Wash.; Robert S. Ash, Local 78, Oakland, Calif.; Phil Brady, Local 358, Portland, Oreg.; Jack Schlaht, Local 162, Portland, Oreg.; Paul J. Smith, Local 192, Seattle, Wash.; P. J. Connors, Local 2, Butte, Mont.; F. Birmingham, Local 2, Butte, Mont.; W. W. Piper, Local 692, San Pedro, Calif.; Fred Bowen, Local 117, Seattle, Wash.; F. A. Hatfield, Local 66, Seattle, Wash.; H. G. Johnston, Local 524, Yakima, Wash.; Neil Pindley, Local 589, Port Angeles, Wash.; John J. Steiner, Local 465, Seattle, Wash.; C. V. McCoy, Local 524, Yakima, Wash.; Kenna Hatfield, Local 66, Seattle, Wash.; Samuel Brennan, Local 807, New York; Wm. S. Devaney, Local 807, New York; C. L. Erickson, Local 174, Seattle, Wash.; Eric G. Ratcliffe, Local 66, Seattle, Wash.; O. C. Skelton, Local 229, Scranton, Pa.; J. C. Hart, Local 229, Scranton, Pa.; Edward J. Robson, Local 229, Scranton, Pa.; Joe Ruosch, Local 66, Seattle, Wash.; E. D. Quinn, Local 461, Tacoma, Wash.; Jas. Ballew, Local 38, Everett, Wash.; Lew Cor-

nelius, Local 162, Portland, Oreg.; W. J. Lambertson, Local 44, Seattle, Wash.; Bill Rea, Local 44, Seattle, Wash.; H. A. Macdonald, Local 431, Fresno, Calif.; L. W. McCabe, Local 234, Sacramento, Calif.; Chas. V. Grubb, Local 58, Kelso, Wash.; Gordon Lindsay, Local 44, Seattle, Wash.; Ernest Davies, Local 174, Seattle, Wash.; Silver Vitro, Local 174, Seattle, Wash.; Thomas Leo, Local 174, Seattle, Wash.; P. W. Boegem, Local 566, Seattle, Wash.; Ray A. Flint, Local 150, Sacramento, Calif.; R. W. Powell, Local 150, Sacramento, Calif.; Thomas L. Perry, Local 441, Bongar, Pa.; James P. Doran, Local 763, Seattle, Wash.; Herman R. Town, Local 274, Phoenix, Ariz.; A. L. Bradley, Local 928, Los Angeles, Calif.; J. M. Casey, Local 85, San Francisco, Calif.; C. M. Dahlager, Local 313, Tacoma, Wash.; H. B. Southard, Local 696, Topeka, Kans.; B. I. Bowen, Local 465, Seattle, Wash.; Dexter L. Lewis, Local 208, Los Angeles, Calif.; Lew Shaw, Local 174, Seattle, Wash.; Chas. B. Copperman, Local 898, El Centro, Calif.; Ralph Barker, Local 87, Bakersfield, Calif.; A. W. Galipeau, Local 551, Wallace, Idaho; A. J. Ruhl, Local 690, Spokane, Wash.; A. H. Evans, Local 690, Spokane, Wash.; P. J. Gardiner, Local 44, Seattle, Wash.; Howard McGregor, Local 944; Fred Martin, Local 485, Pittsburgh, Pa.; Elmer Hart, Local 485, Pittsburgh, Pa.; George Claus, Local 485, Pittsburgh, Pa.; Joseph P. Tuohy, Local 399, Hollywood, Calif.; Harry Schwartz, Local 208, Los Angeles, Calif.; Joseph P. Diviny, Local 85; Roy I. Hart, Local 399, Hollywood, Calif.; G. I. Barnhart, Local 117, Seattle, Wash.; H. L. Waxberg, Local 19, Laramie, Wyo.; Einar O. Mohn, Local 93, Los Angeles, Calif.; Dewey Copelan, Local 208, Los Angeles, Calif.; H. D. Underwood, Local 381, Santa Monica, Calif.; D. J. Belanger, Local 208, Los Angeles, Calif.; J. J. Rohan, Local 882, Seattle, Wash.; Wm. H. Hollingsworth, Local 41, Kansas City, Mo.; Floyd R. Hayes, Local 41, Kansas City, Mo.; W. R. Sherry, Local 955, Kansas City, Mo.; T. J. Farrell, Local 100, Cincinnati, Ohio; Chas. Farrell, Local 100, Cincinnati, Ohio; Michael

O'Connor, Local 718, Chicago, Ill.; M. Doll Jewell, Local 98, Cincinnati, Ohio; Fred Bertrand, Local 181, Cincinnati, Ohio; Harry J. Even, Local 98, Cincinnati, Ohio; Frank Faller, Local 98, Cincinnati, Ohio; Frank M. McCafferty, Local 793, Cincinnati, Ohio; James Pierce, Local 114, Cincinnati, Ohio; Fred Wilson, Local 850, Cincinnati, Ohio; John Geaber, Local 172, Cincinnati, Ohio; Louis Pittinger, Local 100, Cincinnati, Ohio; Wm. Brumback, Local 100, Cincinnati, Ohio; William N. Amrhein, Local 105, Cincinnati, Ohio; Bert Cook, Local 180, Cincinnati, Ohio; James Finley, Local 100, Cincinnati, Ohio; Sam Butche, Local 100, Cincinnati, Ohio; Lawrence C. Branham, Local 100, Cincinnati, Ohio; John L. Fergurson, Local 108, Cincinnati, Ohio; Albert Knight, Local 152, Cincinnati, Ohio; Richard Herrold, Local 140, Cincinnati, Ohio; Austin F. Robinson, Local 103, Cincinnati, Ohio; Ed. Ostermann, Local 114, Cincinnati, Ohio; Edward Ulm, Local 98, Cincinnati, Ohio; Edward Harris, Local 100, Cincinnati, Ohio; William Welsh, Local 149, Cincinnati, Ohio; Louis Falick, Local 651, Cincinnati, Ohio; Edward Heck, Local 103, Cincinnati, Ohio; Edwin Benken, Local 98, Cincinnati, Ohio; James Benechner, Local 100, Cincinnati, Ohio; Edward Dulli, Local 98, Cincinnati, Ohio; Harry Dearwater, Local 98, Cincinnati, Ohio; Ed. Ostermann, Local 114, Cincinnati, Ohio; Chas. L. Booth, Local 313, Tacoma, Wash.; L. C. Robart, Local 580, Lansing, Mich.; J. F. Gooch, Local 486, Saginaw, Mich.; Harry Apers, Local 299, Detroit, Mich.; Stephen Stosko, Local 243, Detroit, Mich.; Frank Singer, Local 243, Detroit, Mich.; George Wilson, Local 299, Detroit, Mich.; Edward W. Elliott, Local 51, Detroit, Mich.; R. J. Bennett, Local 247, Detroit, Mich.; Robert Mitchell, Local 247, Detroit, Mich.; Wm. W. Roe, Local 247, Detroit, Mich.; Wm. Huston, Local 299, Detroit, Mich.; J. S. Tyler, Local 299, Detroit, Mich.; Robert Holmes, Local 337, Detroit, Mich.; James R. Hoffa, Local 299, Detroit, Mich.; Sam O. Calhoun, Local 299, Detroit, Mich.; Al Squires, Local 299, Detroit, Mich.; J. M. O'Laughlin, Local 299, Detroit,

Mich.; Thos. J. Briglia, Local 51, Detroit, Mich.; Robert L. Wolpe, Local 299, Detroit, Mich.; Trov Litwak, Local 285, Detroit, Mich.; Bert Brennan, Local 337, Detroit, Mich.; Martin Haggerty, Local 337, Detroit, Mich.; Joseph Prebenda, Local 372, Detroit, Mich.; Samuel L. Hurst, Local 51, Detroit, Mich.; A. D. Hartley, Local 299, Detroit, Mich.; Al V. Herzog, Local 155, Detroit, Mich.; Claude O. Taylor, Local 406, Grand Rapids, Mich.; Thomas E. Flynn, Local 364, South Bend, Ind.; Walter E. Biggs, Local 364, South Bend, Ind.; James Grogg, Local 364, South Bend, Ind.; Thomas Klein, Local 364, South Bend, Ind.; Sol Goldberg, Local 399, Hollywood, Calif.; R. G. O'Neel, Local 386, Modesto, Calif.; O. L. Morehouse, Local 141, South Bend, Ind.; A. D. Pettingill, Local 684, Eureka, Calif.; H. H. Smith, Local 431, Fresno, Calif.; Kenneth B. Flagg, Local 665, San Francisco, Calif.; Bert Showler, Local 464; M. H. Nicols, Local 670; H. Janes, Local 189; A. F. MacArthur, Local 647; R. McCulloch, Local 464; H. J. Ashbee, Local 31; Sam S. De Moses, Local 353.

Your committee wishes to call the attention of the delegates to the fact that there is a controversy existing at the present time between our International Union and the International Union of the Brewery Workers. For that reason and because many of the cases that are pending are still in the courts we have no desire to see any of our official family committed for something that may be deemed as contempt of court, and we recommend that this entire subject matter be referred to the Executive Board, and on behalf of the committee, I so move you, Mr. Chairman.

The report of the committee was adopted by unanimous vote.

President Tobin: I might say that I think you have taken the right action. I could go into this thing at length but I may involve the International Union. Our brothers, the Brewery Workers, have enjoined us and we are in danger of all of you being locked up for contempt

for discussing it, and while we are not afraid to do that which you think is right, we owe a certain amount of respect to the courts that issue orders in cases of this kind.

RESOLUTIONS Nos. 48 AND 49

Delegate Morrissey, Secretary of the Committee: We have two resolutions that have been withdrawn that would have been known as Resolutions Nos. 48 and 49. They deal with the monetary situation of the world, and the proponents of the two resolutions have withdrawn them from the convention.

This, Mr. Chairman, completes the report of your Committee on Resolutions, and it is signed by the committee:

Thomas J. Farrell (Chairman), Local Union 100, Cincinnati, Ohio.

Nicholas P. Morrissey, Secretary, Local Union 25, Boston, Mass.

Martin Lacey, Local Union 816, New York, N. Y.

Chester G. Fitzpatrick, Local Union 170, Worcester, Mass.

Frank Brewster, Local Union 174, Seattle, Wash.

John Bray, Local Union 704, Chicago, Ill.

Edward Crumbock, Local Union 107, Philadelphia, Pa.

Robert A. Borden, Local Union 612, Birmingham, Ala.

A. F. Hudson, Local Union 120, St. Paul, Minn.

COMMITTEE ON RESOLUTIONS.

Secretary Morrissey: The committee, through me, respectfully requests that the committee's report as a whole be adopted, and I so move you, Mr. Chairman.

The motion was seconded.

President Tobin: You have heard the motion made by Brother Morrissey, which is approved by all the members of the committee, which is that the committee's report as a whole be approved by the convention.

The report of the committee was adopted by unanimous vote.

President Tobin: You have adopted the report of the committee by unanimous vote and I desire to extend to the members of the committee who have given their serv-

ices to this organization at this convention without any remuneration except thanks, the thanks and appreciation of the delegates to this convention.

SUPPLEMENTAL REPORT OF CREDENTIALS COMMITTEE

Delegate Lester, Chairman of the Credentials Committee, submitted the following:

Delegates, I think most of you this morning heard a brother make some remarks concerning his credentials being mixed up. It is quite true they were mixed up. The brother waxed a little sarcastic and I don't blame him much considering what he did go through with. However, if you remember, there are 1,506 delegates in this convention and only one so far has reached this floor with any grievance whatever, and so it is only natural to suggest that the criticism of the committee is not exactly well taken. We handled 1,506 credentials, which was doubled, in so far as the Entertainment Committee was concerned, making 3,012 places and about 700 women, so the committee did not make such a bad record after all.

However, this brother's case is something like this: Two delegates with one alternate were elected, and after the Credentials Committee list had been issued on the first day of the convention this alternate comes in to become a delegate. Now he has had his badge, he has had everything in connection with the convention, he has attended the convention, every session, and he has had everything in entertainment. The only thing lacking is this, after the Secretary-Treasurer's office had fulfilled its full duty, he appeared with this particular case on Tuesday morning. He was told it would be necessary to have this O. K.'d by any one connected with Brother Hughes' office, and he was given four or five men to go to. The result of the matter is that Robert Scholl should be shown in the record in the place of Herman Wayman.

The report of the committee was adopted.

President Tobin: That concludes the report of the

Committee on Credentials, and I desire to express to them the thanks and appreciation of this convention for the valuable service they have rendered.

Bob Lester, who has been Chairman of the Entertainment Committee and also of the Credentials Committee, has had a big job on his hands, and if there are no objections I am tendering the appreciation of the convention to the Credentials Committee for the services they have rendered.

Delegate Lutz, Local 753: A point of order, Mr. Chairman. I understand that the report of the committee on the arbitration question has not come before the house. The committee promised to announce when they would be in session in order that we could appear before them on this question. I haven't heard such an announcement and I have been here from the time the meeting was opened.

President Tobin: The Chairman of the committee wants to make an announcement.

Organizer Beck, Chairman of the Constitution Committee: The Chairman wants to point out that the committee is submitting this amendment in the same manner as it came before the convention yesterday, exactly the same way.

Now it would be impossible for the committee to listen to perhaps 50 or 60 or 70 men in this convention who may want to argue before the committee anywhere from five minutes to an hour, and then come back into the convention and do the same thing over again. So the committee discussed the matter with two or three who were representatives of large groups and now we are bringing it in here for open discussion. And, Mr. President, I move suspension of the rules and that we put this report of the committee before the convention for the purpose of bringing it to a vote.

The motion to suspend the rules and continue in session was carried.

**REPORT OF COMMITTEE ON CONSTITUTION
(Continued)**

Arbitration

Delegate Lyons, Secretary of the Committee: The title "Arbitration Procedure" was a matter that was given to the Constitution Committee to discuss further. We have been in session for several hours last night and several hours this morning trying to arrive at an objective, and I will now read the proposed substitute for Section 3 of Article VI, dealing with arbitration. It reads as follows:

In any controversy with an employer, not covered by a Local Union agreement, the Local Union shall make all reasonable efforts to settle the same through negotiation and if it fails, through a fair arbitration tribunal. If an employer offers to arbitrate, it shall be optional with the Local Union to accept or reject such arbitration. However, if the local rejects arbitration and the matter is brought to the attention of the General President, he shall ask the officers or representatives of the local to appear before him or his representative or in some other manner to explain their reasons for refusal. If the General President is satisfied that the local is not justified in refusing arbitration, then the General President shall submit the matter to the General Executive Board, and if the General Executive Board is of the opinion that the Local Union should arbitrate it may so decide, whereupon the local shall proceed to carry out the decision of the General Executive Board.

Secretary Lyons, on behalf of the committee, moved adoption of the proposed substitute.

The motion was seconded.

Delegate Lacey, Local 816: Mr. Chairman and brother members, if you will notice after reading the section as previously submitted to the convention and rejected and referred back to the committee, you will notice that there is nothing compulsory about it and you will also notice

that the Executive Board takes the matter under consideration if the President of our International Union sees fit, figuring that we have refused arbitration arbitrarily. Now, Mr. Chairman, I am in favor of the change in that section of the Constitution.

Delegate O'Rourke, Local 282: Mr. Chairman, I rise at this time to tell the brothers of the convention that I am in favor of the change in the committee's report.

Delegate Zeisler, Local 584: Because of the stand we took against the other section we want to say that Local 584, Unit 3, is in favor of this change.

Delegate Lutz, Local 753: I think the committee should be highly commended on their stand. In regard to my stand on arbitration I am a proponent of staying away from it if possible. I do agree that there are certain times when we must arbitrate. My serious objection to the previous section that was submitted was the extreme penalty of the local organization for not accepting arbitration, and as that has been eliminated from the substitute section I am heartily in accord with it.

The reason for taking this position is this, that we found ourselves in a position where we had to make a decision at 2 o'clock in the morning when our employers insisted that we go to work the next morning at an \$18 reduction, and I felt that if the Local Union should find itself in that kind of a predicament it should not be subject to the drastic punishment that was provided for in the former section of the committee's report.

I want to congratulate the committee on their very efficient manner in handling this new amendment.

The report of the committee was adopted by unanimous vote.

President Tobin: Now let me make this statement. When you go home prepare to issue an order to the Secretary-Treasurer for the new Constitution which will be out by the first of December or before. Every member of your Union should have one, and it will help you if you can order one and put it in the hands of every

one of the members. There are several very helpful changes in this Constitution, very helpful to you, not to us, but to you.

Organizer Beck wants to make a statement.

Organizer Beck, Chairman of the Committee: Mr. Chairman and delegates, first I want to express the appreciation of the committee for the manner in which you have handled the report of the committee on coming back here. I want also to express our appreciation to those boys that did want to come before the committee and who listened so attentively and courteously and in parliamentary fashion discussed the subject matter. I want to apologize and sincerely apologize to any delegate in this Convention who felt that he should have had an opportunity to appear before the committee. In some cases we were not able to permit that to be done by virtue of the fact that time would not permit.

It would not be fair, in my opinion, inasmuch as this was a highly controversial subject matter, for me not to state for the record that in the conference with the General President, also called before the committee on the resolution that we have just voted on, the amendment was dictated to the stenographer by the General President himself, and it most certainly is a meeting of the minds.

Now at this time I want to conclude the partial report of the committee. The Constitution Committee will go in session back of the stage at 1:45 and consider resolutions that are before the committee. If there are any of you who desire to withdraw resolutions by virtue of the fact that the Constitution has been amended in such manner as to satisfactorily dispose of the resolutions that you submitted, you will have an opportunity to come before the committee. If you desire to give some argument in behalf of the resolutions in the instances where we have not approved them we will listen to those arguments.

I feel certain the committee will be prepared to come

before the Convention with a full and complete report for your acceptance or rejection not later than 3 o'clock.

Delegate Lacey, Local 816: Mr. President and members of this Convention, I want it thoroughly understood, particularly by the newer members of this Convention, that Lacey is not a rebel and neither is he a Charlie McCarthy. I don't believe it is necessary for me to explain to you my attitude towards the General Executive Board and the General President. We have differed many times, but I believe he understands my sincerity, just as I understand that it is his duty to protect the organization and it is my duty to protect the Local Union that I represent.

If I have said anything that the President felt was unfair or unjust, I publicly apologize for it.

President Tobin: There was no need at all for Martin Lacey apologizing to me for anything he said. I feel that he was not personal. We have disagreed a thousand times and we are still friends.

As I said to you this morning when I spoke of a departed official of another labor union, we were bitter antagonists every inch of the road in our controversies over jurisdiction. He was brilliant and able and he presented a picture for this decision that was given against us by an Arbitration Board, a picture that he presented so commendably from the standpoint of labor, it was so educational and so far-reaching and so extreme that we did not have the facilities nor the power of expenditure to produce a moving picture of every piece of machinery in the industry, as the Engineers did, and they were successful in convincing the committee. As a result we were handed what I believe to be a most unjust decision. But as men of honor, pledging ourselves to abide by the decision of a tribunal that we agreed to abide by, we have carried out that decision in all its terms.

I say this to my friends in Local 584. Bitter as the

pill was we had to swallow, we agreed to it and endeavored afterwards, of course, to get it interpreted.

But what I mean to say was that there were no two men, not even the Brewery Workers and ourselves, who had more serious disagreements for the protection of our organization than myself and the head of the Engineers' Union. But when that discussion was over, when we left the headquarters where we were arguing, we were friends, intimate friends, socially and otherwise, and there isn't any one here that can imagine how I regret the passing of such a man as he who fought so desperately for the upbuilding of his union. I think he recognized in his antagonist, which he called me, the same kind of nature as he possessed.

That is the spirit of trade unionism. Of course, we can't always agree. If we did there would be no progress. Disagreement is the foundation stone of progress, but it must be as it is in these Conventions, honest, unselfish, fraternal disagreement, and that is what prevailed here.

Martin Lacey or no other delegate, especially those whom I have known over a period of 25 or 30 years, need ever feel that they have to apologize to me. If I were not big enough to recognize the rights of others to disagree, I would not be big enough to represent you in this position over all these years.

I appreciate the remarks made by you, Brother Lacey, and they will become a part of our official record.

At 12:45 o'clock p. m. the Convention was adjourned to 2:15 o'clock, under suspension of the rules.

SIXTH DAY—SATURDAY AFTERNOON SESSION

The convention was called to order by President Tobin at 2:50 o'clock p. m.

President Tobin: I should have presented this friend of mine, an officer of the New York State Federation of Labor, to you before we adjourned but you had stayed here in this hall nearly three-quarters of an hour over-time on adjournment this morning. I will ask for your

indulgence now to listen to a man whom I have known for at least twenty-five or thirty years. He is a member of the Pressmen's Union. He is always friendly with our people in New York. He is coming back from the Pressmen's convention which has been held this past week down at the headquarters in Tennessee. But I am introducing him to you as the Secretary of the State Federation of Labor of New York, and an associate worker with our Tommy Lyons, who is President of that State Federation.

I am indeed privileged and deem it an honor to present to you for a few remarks Brother Bill Edwards, Secretary of the State Federation of Labor of New York.

ADDRESS OF WILLIAM EDWARDS

Secretary, New York State Federation of Labor

Mr. Tobin, Secretary Hughes, officers of the International Brotherhood of Teamsters, delegates and visitors—I feel that it is rather an imposition for me to inject myself into your meeting at this stage of its proceedings when your speaking program has long since been consummated and you have gotten down to the transaction of the business that is of interest to the general membership of your organization and you have nearly arrived at the time of your adjournment.

On the other hand, I thought that it would be an oversight on my part, returning from my own international convention held at Pressmen's Home, Tennessee, and going through the city of Washington, where you were holding your meeting, if I did not at least stop here and say hello.

I was pleased to have this opportunity to have been present this morning during your proceedings and to sit here on the platform and learn some things that I did not know before.

I want to congratulate your International Union and all of the local organizations composing it on the wonderful progress that you have made and the broad con-

tributions that you have made to the labor movement generally in America and to our form of government and society in the orderly process of our American way of life. I want to extend, which I was permitted to do on leaving the Pressmen's Home, the warm felicitations and fraternal greetings from our International Union whose convention I believe is adjourning some time today. I need not say to you that we have in mind also extending the same greetings on behalf of the New York State Federation of Labor.

I am proud and happy to be associated with your distinguished member in the person of Thomas J. Lyons, who is the President of the New York State Federation of Labor. I would not want to be associated with anyone who is less industrious and who has brought to our state organization more prestige in the change of office which recently took place there than your distinguished member whom we are proud to have as our president. He succeeded, as you know, the man who made a great name for himself in the labor movement of America and he is doing a fine job and I think that he is going to continue. He is a man of real big-league caliber.

I hope that you will continue with your business in the same statesmanlike manner that I saw you perform this morning and that all of your acts here will be for the greatest good of the greatest number of the large group composing your organization. It was a real pleasure to see the democratic way in which you were able to voice your differences and the statesmanlike manner in which you composed your differences.

I know your organization will continue to make greater and greater progress and you will continue to grow in power and influence, and it is my great pleasure to wish you all of the success in the world. I thank you.

President Tobin: Bill Edwards was also Secretary of the Allied Printing Trades Council of New York for a good many years. I want to thank you, Brother Edwards, for coming here and saying these words of en-

couragement and approval of what you have seen here in behalf of our organization.

While we are waiting for some more of the delegates to come—they are not all here; they left late and consequently are a little late—I will digress for perhaps a moment or two until the delegates get here. There are not very many controversial subjects to come before the Convention. I am sure we will be able to adjourn some time this afternoon. So while we are waiting for a few of them to come in let me say this to you about what Bill Edwards has just referred to as to one of our members being his associate as President of the New York State Federation of Labor.

Tommy Lyons was an organizer of this International Union. He is a member of the Express Drivers' Union of New York. I had appointed him some three or four or five years before. He did wonderful work for our Union and was continuously improving. His greatest asset was his personality and his power of penetration to understand the problems of people. I did not want to lose him. I had asked him to join with me in the position of an assistant organizer to Mike Cashal, who has been with us for many, many years. But I had to make the sacrifice of releasing him. We had a condition in the American Federation of Labor that needed a change.

The Secretary of that organization, whom I was very fond of and whom you saw here as your guest on the evening that President Roosevelt addressed your Convention, the distinguished father of the labor movement, Frank Morrison, was getting along in years, had reached the 80-year mark, and reluctantly, those of us who had worked with him for thirty or thirty-five years were confronted with the problem of having to find someone to take his place when it was his desire and our desire that he be released or relieved from his position.

As a member of the Executive Council of the Federation, it became part of my duty to endeavor to find the right kind of successor for the office of Secretary of the American Federation of Labor. Looking over the field,

myself and those connected with me, a small group of members of the Council, had decided that George Meany would be the man that we believed could uphold the dignity of that office and furnish the intelligence necessary to conduct the duties of the office.

We went to George Meany, who was a delegate to the convention, and he agreed to comply with our request when we asked him to consent to our proposition, which was the nominating and electing of him to the office of Secretary-Treasurer of the Federation. He said that on only one condition would he agree to comply with or consent to our request, and that condition was that Tommy Lyons, a member of the Board of the New York State Federation of Labor, be released by me and be induced to accept his position as President of the State Federation of Labor of New York.

It is not easy to find a man for the position of organizer, and when you find one it is not easy to train him. One mistake that an organizer makes may ruin your organization in a particular district, or one blunder may cause untold expense. Salaries don't always count. At any rate, the matter was referred to me and I took it up with Tommy Lyons and he agreed to do whatever I suggested. He was entirely governed by my recommendation and suggestion.

Now that is the way that Tommy Lyons became President of the State Federation of Labor of New York, because that is the only way we could get George Meany to become Secretary-Treasurer of the American Federation of Labor. In the two movements the labor movement as a whole gained, because Meany has made up to now a most wonderful record as Secretary-Treasurer of the American Federation of Labor, and I am confident that his record of achievements and reorganization of certain departments that need reorganization will continue to improve. We are the losers in losing Tommy Lyons, but I want it understood that he was only loaned for an indefinite period, or a period not specified, to the New York State Federation of Labor. We cannot afford

in this organization of ours, the International Brotherhood of Teamsters, to be training men, educating leaders, and then to our own loss loan them or give them to other organizations of labor. However, all of us are glad that we made the sacrifice to be helpful to one another, and I am satisfied that the International Brotherhood of Teamsters are glad to have done what they did in the interest and for the betterment of the trade union movement. I thought Brother Bill Edwards would like to hear that story and also our own delegates from New York.

The New York State Federation of Labor has had many leaders. Many of them were politicians and self-seekers. I don't mean politicians in the strict sense of the word that a man is wrong because he engages in political activities. The politician I am talking about or trying to describe is the fellow who is seeking something for himself all the time. In recent years the New York State Federation of Labor is a standing example of what can be done by such a body from a legislative standpoint, helpful to the workers when such a Federation is in the hands of men of efficiency, ability, and sincerity.

I thank you, Brother Edwards, for your remarks to the Convention, which will become a part of our record. We appreciate your visit here and with equal fraternity we reciprocate the fraternal greetings to the Pressmen's International Union and our wishes are for the continued success of the State Federation of Labor of New York.

Presentation of Gavel to President Tobin

Delegate Lester, Local 33: Brother Chairman, delegates and visitors, I am not indulging in publicity for publicity's sake, but I would like to state that the organization that I represent is one of the oldest in the Teamsters' International Union. The man who was our President for twenty years or more sits there in the box with a red badge on, the first one in that office over thirty-five years ago. I refer to Carl Herring. Just beyond him is the man who has been our Secretary-Treasurer for over

twenty years. I might say that all of our Board are men who have served ten, fifteen, twenty or thirty years.

Now that brings me to the point of this gavel that I hold in my hand, which was hand-turned by the son of our Secretary-Treasurer, who sits in the balcony, Brother Bolen, and it was presented to Local Union 33. It has been used in many of our important and strenuous meetings. It has done service, a wonderful service. It was brought to this platform in the event that no gavel would be here and this gavel would be used. There was a gavel furnished, but I noticed from the beginning that our General President preferred this and he used this gavel in opening the Washington Convention.

The Washington Convention is near the point where it will go into history. There has never been a Washington Convention heretofore, and I venture to say that there will never be another Washington Convention, because there will never be another man elected President of the United States by unanimous vote. That one man was George Washington. There will never be another. There is only one Washington Convention. There can never be another like this.

The night that the President of the United States was here I was meticulous to see that this gavel was in the hands of the General President in calling to order and conducting that historic meeting.

I am going to ask our General President if he will accept this gavel from Local Union No. 33.

President Tobin: Brother Lester, I will be very happy to include this among my souvenirs. I have had many of them and it will be the property of the International Union, not mine, but for the many Presidents, whoever they may be, who will succeed me.

I have one souvenir there that I picked up in Belleau Wood in France, and for which Sam Gompers and myself were arrested. It is a sheath of machine gun bullets. Immediately after the war was over Gompers and I were going through there on our way to Amsterdam and the debris had not yet been collected of the carcasses of men

and horses or of bullets or sheaths of bullets left in the trenches. One of those sheaths sticking up a little over the ground appealed to me as a souvenir. I picked it up for myself and Gompers. Captain North, who was our conducting officer, arrested Gompers for permitting me to pick up this souvenir that I have now in our office. Of course, it was for our protection that Captain North did that, because most of those things were wired and many lives were lost in picking up souvenirs in the battlefields in France after the last war. That is one of my souvenirs. This will also be one of them which will be held in the International Headquarters with the proper inscription for those who come after us.

The Committee on Officers' Reports is now ready to make their final report.

REPORT OF COMMITTEE ON OFFICERS' REPORTS (Continued)

Delegate Lee, secretary of the committee, submitted the following report:

REPORT OF PRESIDENT TOBIN

Your Committee desires to preface its report with this brief statement. It could very well report on the matters discussed by President Tobin at great length for the subjects are of great consequence to our International and its affiliates. However, it appreciates the necessity to conserve time and at this time of the Convention, many of the matters have already been discussed on the floor and action taken thereon. For that reason, the Committee will endeavor to be as brief as possible with no intention to ignore thereby the momentous problems discussed by our President.

Expansion of Organization and Change of Name to Warehousemen

The President has discussed in a most forceful and factual manner the expansion of our organization. It needs little comment from this committee. It is grati-

fyng that the President and the General Officers are able to report this magnificent expansion which has brought us to the point where we are the largest international union in this country. As a consequence of this expansion, the President explained that certain divisions of our craft are fast disappearing, such as stablemen. In the past few years, other divisions have come into existence. For that reason, the President recommended that the word "stablemen" be eliminated from our name and the word "warehousemen" substituted. You have now acted upon that recommendation and the action of the Convention confirms the recommendation of the President, in which action of the Convention this Committee unanimously agreed.

Your Committee merely wishes to add that it commends the efforts of the President in procuring the extension of jurisdiction from the American Federation of Labor to include warehousemen and in that manner protecting our organization from inroads by the C. I. O. and other rival groups.

Mr. Chairman, I move you the adoption of the committee's report.

The report of the committee was unanimously adopted.

Division in the Labor Movement

The General President, in his report, has given us further insight into this troublesome controversy raging in the labor movement of this country. We need not repeat that history. The Committee feels, however, that it is its duty because of the facts so well known to this Convention and the country in general, to express its appreciation of the efforts of our General President towards bringing about unity in the labor movement. He, above all of those assigned to the task of bringing about unity, entered upon it without prejudice, bias, rancor or malice. He approached the problem as a statesman and a diplomat and although his efforts have not culminated in unity, they have been instrumental in

removing a good deal of the passion and feeling that previously existed. We hope that he will continue his efforts so that there may be brought about a united labor movement on the basis of "peace with honor."

Mr. President, your committee moves the adoption of this report.

The report of the committee was unanimously adopted.

Unemployment Situation

Your Committee confirms the analysis of the unemployment situation as reported to us by our General President and we feel that our International has cause for real gratification over the fact that in our craft, unemployment has been kept down to a minimum by substantially increasing work for our membership. Quoting our General President, wherein he says, "More than two-thirds of our unemployed of two years ago are now working," that, in itself, is a record to be proud of.

Mr. President, I move the adoption of the committee's report.

The report of the committee was unanimously adopted.

Monthly Journal

Our monthly magazine is, without question, one of the greatest labor periodicals in the country. It has been edited by our General President, and this committee is of the opinion it should continue to be edited by him as long as he is able to perform that task. However, with the growth of our organization and the many duties imposed on our President, we feel that aid and assistance is imperative. We, therefore, join with the President in his recommendation that sufficient aid and assistance be accorded him in the matter of editing the Journal under his supervision and direction as Editor in Chief.

Mr. Chairman, I move you the adoption of the committee's report.

The report of the committee was unanimously adopted.

Brewery Workers' Jurisdiction Case

The General President reports that this case has been fought vigorously and is now pending before the United States courts. The General President and officers of the International have spared no efforts or money in presenting this case. It has been in the hands of competent counsel. Our General Counsel advises us that a decision is expected within a few weeks. We hope we are successful in this litigation. We can do no further at this time than to commend the efforts of all connected with this case and await the decision. Your committee recommends that in the event the decision is adverse to our International Union, that the case be continued by an appeal to the Supreme Court of the United States, if necessary, in order to obtain final justice.

Mr. President, I move you that we adopt the committee's report.

The motion was seconded.

President Tobin: You have heard the motion made by the committee, which is that the officers stand instructed by this convention that, if we lose the case now in court in which we are involved in litigation over jurisdiction over drivers and helpers employed in breweries, we are instructed to take that case to the highest tribunal, the United States Supreme Court. I say that motion embodies that instruction, in substance. As many as favor the adoption of the motion of the committee will say "aye." Those opposed will say "no."

It is the unanimous vote of the Convention and the Executive Officers are so instructed.

Registration of Emblem and Label

Tremendous efforts were expended by our General President and large amounts of money by our International for the purpose of registering our emblem and label so that it will be fully protected in every state of the United States. We commend the General President and the International Union for these splendid efforts

in this direction. The General President advises that there has been an objection to the registration of the label by the Brewery Workers International and that such objections are now pending before the Patent Office at Washington. Here again we express the hope that we shall be successful with the registration of our label with the United States Patent Office.

Mr. President, I move you the adoption of the committee's report.

The motion was seconded.

President Tobin: Are there any objections to the motion? Hearing none, it is so ordered and the action of the Convention confirms the committee's report.

Retainer of General Counsel

Since the last Convention, the General President and the General Executive Board have deemed it necessary and advisable to retain Judge Joseph A. Padway, formerly of Milwaukee, Wisconsin, and now of Washington, D. C., as General Counsel of the International Union.

Judge Padway has since won an outstanding victory for the International Union and for all labor in the anti-trust case against our International Union, International Organizer, Thomas O'Brien, and other Union officials of the Washington, D. C., Local, all of whom were found not guilty.

Judge Padway has advised with the Constitution Committee and assisted in drafting amendments to the Constitution, which has resulted in giving us one of the strongest protective Constitutions of organized labor.

The Committee commends the General President and the General Executive Board for their wise choice of able and competent legal counsel for this organization. We also commend Judge Padway, our General Counsel, for his fine work and great legal ability as the delegates to this Convention have been able to see for themselves.

Mr. President, I move you the adoption of the committee's report.

The motion was seconded.

President Tobin: You have heard the motion on that part of the President's report dealing with the employing of general counsel for protection of the International Union. The motion is that the action of the General Executive Board be approved, as recommended by the committee.

A voice vote was taken.

President Tobin: The recommendation of the committee is adopted and becomes the action of this Convention.

I take it for granted that by your action, our understood instructions are to continue along the same lines. Of course, if we can't get along with Judge Padway you will have to leave it to the discretion of the President and the Board to find some one else.

For instance, all these nice things the committee has said may prompt him to raise his fees. He is not going to put over anything like that.

I might say that Attorney Padway wrote his own contract and submitted it to me for my consideration, and I did not change one word of the contract, not even his salary per year, which I think was the enormous sum of \$4,000 per year. I have associates in the labor movement who have several legal advisors, not one, two or three, but several, and their legal expenses run into the hundreds of thousands of dollars per year.

Padway is not a judge now. You know he is not on the Bench. He had a flexible clause in that contract, which I requested, but really it was over-flexible. The contract said I could get rid of him at any time during the life of the contract without even going to an impartial advisor or counsel. It was a one-sided contract in favor of the International Union. The contract expires at the end of my term of office, which will be December 1, and I will have to renew the contract, and I am going to insist that there be some flexibility in it—not perhaps exactly similar to the last, but some flexibility, because contracts with the average lawyer have got to be care-

fully watched—not with Judge Padway, because he doesn't try to put anything over.

The committee's report has been accepted by the Convention.

Now there is another thing. Attorney Padway is hired only by the International Union. If Local Unions desire to hire him, as they have, he has an office in Milwaukee, and they are doing it at their own risk and at their own expense.

The report of the committee was continued, as follows:

Writers and Columnists

Your committee approves of the dignified and able manner in which our General President has replied to writers and columnists who have attacked the American labor movement. The approval of the General President's actions in this regard was voiced unanimously by this Convention when it adopted his recommendation for amendment to the Constitution dealing with racketeers and those who would commit offenses which tend to bring our Union and organized labor in general into disrepute and disgrace. Our General President, therefore, has not merely given lip service to his fight for a clean labor movement but his recommendations and the adoption of the same by this Convention is concrete action on his part to maintain a clean and vigorous labor movement in the United States.

Mr. President, I move you the adoption of the committee's report.

The motion was seconded.

President Tobin: Are there any objections? Hearing none, the motion is adopted by the Convention.

Discussion of Economic Situation Confronting Our Country in Its Relation to Conditions in Europe

The President's report gives a brief but splendid analysis of the economic dangers confronting this country as they relate to the situation abroad. This Com-

mittee can do no better than approve and recommend agreement with our General President's analysis. It is an able exposition of what has happened in the past and what we may look for in the future. We agree with our General President that, to avoid these dangers, it is necessary for strong, honest leadership in our country for the preservation of the same as well as for the preservation of the labor movement.

Mr. President, I move you the adoption of the committee's report.

The motion was seconded and carried.

TERM OF OFFICE OF LOCAL UNION OFFICERS

Since the Convention has already acted on this subject by the adoption of an amendment to the Constitution, your committee sees no reason for further report thereon.

There are other matters in the report of the President which we could well take notice of and report on but it would merely confirm that which you have already confirmed in the many votes and expressions on the floor of this Convention. Except for those portions of the General President's report on which this committee reported at previous sessions of the Convention and which were acted upon, your committee now recommends the approval and adoption of the General President's Report as a whole.

Mr. President, I move you the adoption of the committee's report.

The motion was seconded and carried by unanimous vote.

President Tobin: I desire to say that it is perhaps not in accordance with the strictest etiquette of parliamentary procedure for the President to preside over the Convention when the committee's report on his report is under consideration. But in view of the fact that everything had been settled and it was non-controversial, I thought I would go along, even though I was slightly

violating the etiquette of parliamentary procedure, if there is no objection.

Give your further attention to the Secretary of the Committee on some of the other reports.

Delegate Lee, Secretary of the Committee, continued the report as follows:

Report of General Secretary-Treasurer

Your committee has carefully examined the report of the Secretary-Treasurer and we recommend its approval and adoption in its entirety. Your committee commends the Secretary-Treasurer for the able and efficient manner in which he has conducted his office and particularly the financial affairs of our International Union. We are not unmindful of the fact that with the increase in membership of our organization, the duties of the General Secretary-Treasurer likewise have increased, yet there has been no lessening of efficiency in the conduct of his office on the handling of affairs of our International which come within his jurisdiction.

Mr. President, I move you the adoption of the committee's report.

The motion was seconded.

President Tobin: Are there objections? Hearing none, the motion is adopted by the Convention.

Trustees' Report

Your committee has affirmed the report of the Trustees and it finds that they have performed their duties in an efficient and competent manner and that the finances of the organization have been strictly accounted for by them. Your committee recommends that they be thanked for their services and recommends concurrence in their report.

Mr. President, I move you the adoption of the committee's report.

The motion was seconded.

President Tobin: You have heard the motion. Are

there any objections? Hearing none, the motion is approved and adopted by the Convention.

Delegate Lee, Secretary of the Committee: Mr. Chairman, this completes our report and recommendations, and we move the adoption of the full report, signed by the following committee:

DEXTER L. LEWIS, Chairman,
No. 208, Los Angeles.

WM. A. LEE, Secretary,
No. 734, Chicago.

GEO. J. RITCHEY,
No. 257, Milwaukee.

JACK SCHLAHT,
No. 162, Portland, Oreg.

H. L. WOXBURG,
No. 13, Denver, Colo.

FRANK J. GILLESPIE,
No. 754, Chicago.

JOHN L. DEL MONTE,
No. 379, Boston.

WM. E. FRANKLIN,
No. 302, Oakland.

JOHN ROHRICH,
No. 436, Cleveland.

COMMITTEE ON OFFICERS' REPORTS

The motion to adopt the report of the Committee on Officers' Reports as a whole was carried by unanimous vote.

President Tobin: In behalf of the delegates I desire to extend our thanks and appreciation to the committee for their unselfish and tireless efforts during the Convention sessions in bringing forth this report and thereby helping to expedite the work of the Convention.

You know this committee work is no joke. Committee members have to sacrifice a lot of time and subject themselves to criticism. I have sat on innumerable committees for the past thirty years in the Federation. I am Chairman of the Committee on Laws by virtue of my office.

I have been trying to get away from that for years, but they demand that as a member of the Executive Council I must serve, and I know what it is to give time to committee work to help the majority of the men who come to conventions without that kind of responsibility.

Give your attention to the Chairman of the Committee on Grievances and Appeals.

REPORT OF COMMITTEE ON GRIEVANCES AND APPEALS

Vice President McLaughlin: The Committee on Grievances and Appeals met and organized by electing Brother John O'Neil, Secretary, Local 607, Camden, New Jersey. Yesterday we received a resolution signed by some twelve or thirteen members of Local 584, New York City, and held a meeting where all of those interested were represented. The matter was discussed at considerable length and the committee is prepared now to make their recommendation and report. Brother O'Neal will proceed.

Delegate O'Neal, Secretary of the Committee, reported as follows:

Resolution Presented by the Delegates of Milk Wagon Drivers' Union, Local 584, Unit No. 3, to the Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Pursuant to the Direction of the Membership of Unit No. 3, at a Regular Membership Meeting Held on the 29th Day of August, 1940.

Whereas, The recognized policy of the American Federation of Labor is to unify the ranks of labor; and

Whereas, It is the stated object of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers to organize under one banner all the workers engaged in a craft, and to continually solidify its ranks by confronting the employers with as strong an organization of working men as is possible; and

Whereas, There is a confusing situation now in existence in the Milk Wagon Drivers' Union, Local 584; and

Whereas, This situation arises from the following facts:

1. That while there is only one charter from the International body for Milk Wagon Drivers' Union, Local 584, in actuality there are three separate and autonomous bodies in that Local, known as Milk Wagon Drivers' Union, Local 584, Unit No. 1, with approximately 2,000 dues-paying members; Milk Wagon Drivers' Union, Local 584, Unit No. 2, with approximately 3,400 dues-paying members; and Milk Wagon Drivers' Union, Local 584, Unit No. 3, with approximately 5,300 dues-paying members.
2. That at the time of the formation of the Milk Wagon Drivers' Union, Local 584, Unit No. 3, the officers and delegates of said Local 584, Unit No. 3, were inducted into office according to the ritual of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers for new Local Unions, by Brother Thomas J. Lyons, then General Organizer of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers and Secretary of Joint Council No. 16, and at present President of the New York State Federation of Labor.
3. That each of the aforementioned units of Local 584 have individually been initiated and have paid the necessary fees to the Joint Council No. 16, and that each unit is billed separately for dues and each pays such dues directly from its own funds.
4. That each of the aforesaid units is billed separately for per capita tax by the New York State Federation of Labor, and payments are made directly by each unit.
5. That, however, as far as the International Brotherhood per capita tax is concerned, the payments are made through the officers of Unit No. 1, although the taxes for Units Nos. 2 and 3 are supplied from the funds of Units Nos. 2 and 3, respectively, which situation is inconsistent with the facts and position of Units Nos. 2 and 3;

and

Whereas, The officers and delegates of Milk Wagon Drivers' Union, Local 584, Unit No. 3, have been advised by the officials of Unit No. 1 that the International

Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers will not recognize credentials of delegates of Unit No. 3 to the International Convention, unless they are signed by the officers of Unit No. 1; and that the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers recognizes only the officers of Unit No. 1; and

Whereas, All three units are operating in virtually the same territory and cover the same crafts and industries; and

Whereas, There is a joint, uniform contract in existence between each of the units and the employers; and

Whereas, It is in the interests of harmony in the ranks of the organized workers of the milk industry in the New York City area, for unity and for uniform enforcement of their contract, to have a unified Local Union with one Executive Board and as many delegates as are necessary to properly organize the industry and keep the contract enforced; and

Whereas, The officers, Executive Board and delegates of the Milk Wagon Drivers' Union, Local 584, Unit No. 1, have been elected by vote of only the members of the aforesaid Unit No. 1; and

Whereas, The officers, Executive Board and delegates of the Milk Wagon Drivers' Union, Local 584, Unit No. 2, have been elected by vote of only the members of the aforesaid Unit No. 2; and

Whereas, The officers, Executive Board and delegates of the Milk Wagon Drivers' Union, Local 584, Unit No. 3, have been elected by vote of only the members of the aforesaid Unit No. 3: Now, therefore, be it

Resolved, That before the expiration of this calendar year, there be held a general election for one set of officers and one Executive Board of Milk Wagon Drivers' Union, Local 584, said election to be participated in by all the members of the now existing Units Nos. 1, 2 and 3 of the said Local 584; and that at the same election there be designated by vote of the membership a sufficient number of delegates to properly organize the industry and keep the existing contracts in force; and be it further

Resolved, That until such election is held, this Convention in the name of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers go on

record placing all of the officials of Units Nos. 1, 2 and 3 of Local 584 on the same and equal footing.

MURRAY ZEISLER.
FRANK GALLON.
HENRY A. FRANK.
PAUL FOLEY.
CORNELIUS CURRAN.
FENTON G. HIBBETS.
GEORGE ARMOUR.
CHAS. WEIDERMAN.
LOUIS KANE.
STEVE HARRISON.
JAMES F. KELLY.
HARRY HAMMARTH.
JACK QUINN.

The committee does not concur in the resolution and recommends that Local Union 584 carry on in its present status. The committee so moves, Mr. Chairman.

The motion was seconded.

Delegate Hibbets, Local 584, Unit No. 3: President Tobin—

President Tobin: Wait a minute. We have no place under our Constitution to recognize units. I am not saying this in criticism, I am saying it by way of legal procedure. You are a delegate from Local 584, duly elected?

Delegate Hibbets: That is true.

President Tobin: Never mind the units, because there is no place in our Constitution for us to recognize units.

Delegate Hibbets: Fifteen delegates from Local 584 want to be placed on record as opposing the report of the committee, sir.

President Tobin: And are the fifteen men here, the fifteen who are opposing it? We want to be sure we are right.

Delegate Hibbets: Will you boys stand up?

Vice President McLaughlin: There are thirteen names signed to this resolution.

Delegate Hibbets: There are fifteen delegates seated here.

President Tobin: There are thirteen delegates standing, and we don't know whether the other two, without their own admission, would agree to oppose the report of the committee, because if you were away you wouldn't want somebody else to speak for you. There are no proxy votes in the Convention. I have no objection to entering your protest and registering you, but your fifteen men must be here, and there are only thirteen.

Delegate Hibbets: May I word it in this way, that I speak for a certain group in Local 584 wanting to go on record protesting the decision of the committee?

President Tobin: You can do this, you can say that the delegates from Local 584 who are here now in the Convention desire to be placed on record as voting against the report of the committee.

Delegate Hibbets: I can't do that, Mr. Chairman. We have thirty-nine delegates, and it is just a proportionate share of those delegates who are opposing the decision of the committee. The remaining delegates favor the report of the committee.

President Tobin: Oh, you prorated the delegates amongst the three units?

Delegate Hibbets: The amount allocated to our group comprises fifteen men. We want these men placed on record. Unfortunately, two of the men are out of the hall, but if I can use some other term that would cover these men I would be happy to have it arranged that way.

President Tobin: I can say this: These records are official records and may be summoned into court at any time, and we cannot violate the laws, even though we would like to accommodate a delegate. One act in this Convention that is illegal in our procedure may nullify the whole procedure. The idea is this: I can't say that there are any men here who desire to be registered against the report if they are not here.

Delegate Hibbets: The question I would like to ask along this line, Mr. Chairman, is this: Is it illegal to quote me on record by stating that I am opposing the report of the committee for the group I represent?

President Tobin: No. You can say as a delegate from Local 584, "I desire to be registered as opposing the motion." You can say that. Now you can further say that the delegates here present representing Local 584—if you will give me their names—are opposed to the committee's report, but you can't vote any man here for or against anything if he is not here.

Delegate Hibbets: Mr. Chairman, can I give you the names of the men opposed to the resolution?

President Tobin: You will have to give me the names of the men who are here now present who want to vote against this motion. We will have to poll your delegation otherwise. You don't seem to realize that we must legalize these proceedings, that we cannot act in any way that would endanger or nullify our proceedings. We have no proxy votes here. Consequently, even a man out in the hall who is not present cannot be registered as voting.

Delegate Hibbets: Mr. Chairman, I will turn over to you the names of the thirteen men present and ask that they be put on the record.

Vice President McLaughlin: Is that the thirteen who signed the resolution?

Delegate Hibbets: I don't know whether they are the same thirteen. I will give the names to the Secretary.

President Tobin: Get the names of the men who are here and give them to the Secretary, and then they become official records. That is the only thing we can do.

You have heard the delegate's request that the names of those delegates who are here present and will be handed to the Secretary desire to be registered as voting against the committee's report. You have heard the committee's report. What is your pleasure? As many as favor the report of the committee will manifest by saying "Aye." Those opposed will say "No."

It is a vote, and so ordered.

Now those thirteen men here who are opposed to the committee's report, if there are no objections, they will be permitted to have their names entered as voting

against the committee's report. Are there any objections? Hearing none, it is so ordered.

Vice President McLaughlin: Mr. Chairman, this concludes the work of the Committee on Grievances and Appeals, and the report is signed by the following committee:

JOHN P. McLAUGHLIN (Chairman),
Local Union 85, San Francisco, Calif.

JOHN O'NEAL (Secretary),
Local Union 676, Camden, N. J.

H. E. WOODS,
Local Union 705, Chicago, Ill.

B. C. MAZON,
Local Union 249, Pittsburgh, Pa.

PAUL FUHRER,
Local Union 432, Oakland, Calif.

LARRY MONAHAN,
Local Union 731, Chicago, Ill.

WILLIAM NAGORSNE,
Local Union 200, Milwaukee, Wis.

COMMITTEE ON GRIEVANCES
AND APPEALS.

Vice President McLaughlin moved the adoption of the report of the Committee on Grievances and Appeals as a whole.

The motion was seconded and carried by unanimous vote.

Delegate Hibbets, Local 584: I will have the names submitted to the Secretary on paper and request that they be posted on the record.

President Tobin: I imagine there is nobody here who will question your honesty and sincerity. Consequently, I see no objections to it. Are there any objections of the Convention to that procedure? Hearing none, you are so permitted.

The following delegates representing Local 584 were recorded as opposing the committee's report: Fenton G. Hibbets, Murry Zeisler, Frank Gallon, Charles Weider-

man, Cornelius Curran, Paul Foley, Steve Harrison, Henry Frank, Harry Hammarth, Jack Quinn, James Kelly, George Armour, Louis Kane, and Walter Gerner.

Delegate Hibbets: It has been done this way because this morning we had a subject matter on the floor and much time was given to us by both the chairman and the committee and the brothers here, and we respectfully thank them for their attention.

President Tobin: I don't like to go into that thing further and delay the Convention, but it seems to me that that is quite a mess down there in New York, those milk drivers. The New York boys, of course, know more than I do and I will take it up with Brother Cashal.

Here are three separate units. You realize under our Constitution we can issue one charter to any one craft in any one city. There are only two cities in the country in which such a condition could arise, New York and Chicago. In Chicago the dairy employees have a separate charter, and that takes away the dairy employees from the Milk Drivers' Union.

Again, I am trying to tell these delegates here what this situation is. Now to separate them into separate Locals would not be satisfactory, because then one Local could go and sign up and leave the other two Locals holding the bag, as they say. There must be some top supervision when men are engaged at the same employment in the same city. There must be some unity of action. It is not satisfactory in Chicago, although they work about as close to one another up to recently as they could be possibly expected to work. In the days of Bill Neer the dairy employees, organized practically with the help of the milk drivers, went along and they were satisfied with reasonable settlements recommended and obtained in most instances by aid and influence of Milk Drivers' Union, after the drivers settled their problems.

But now we have this condition in Chicago, where the milk drivers have agreed to arbitration and the dairy employees have not yet agreed to it. The milk drivers have accepted the arbitration decision just rendered,

which we in headquarters thought was a splendid decision under the circumstances.

I am not at all alarmed, with the intelligence of the officers of Local 754, but that they will reach an agreement. But if you get officers in two Unions working in the same craft who are jealous of one another or have not the same amount of intelligence, there is liable to be a disgraceful condition obtaining, and the one Union can tie up the other, for if the dairy employees go on strike they tie up Local 753 now, when it has already agreed to and made a settlement. If the milk drivers go on strike the dairy employees are told to stay home. There isn't much else for them to do, and still they get along in Chicago about as well as can be expected.

Here we have in New York three separate units, with four or five thousand men in each unit, and one unit elects the officers. Are all of the men in all three units allowed to nominate their men and allowed to vote in the election?

Vice President Cashal: In those three units there was a discussion on the floor. I was going to bring up a history of this thing, but that is almost impossible. We understand they select their officers from the one mixed group, but there is one group of officers in the original group, Unit No. 1, covering the charter.

President Tobin: These things are the result of years of disagreement and disorganization, and they cannot be settled in a week, a day, a month, or a year. The only thing we can hope to do is try to keep on helping to get this large body of trade unionists to find some basis for understanding and agreement as nearly as possible, under the laws of the International Union, with the aid of our organizer and of the Joint Council in New York.

They can't settle their problems here. They are problems that are embedded in the very hearts of the trade employing this craft in New York.

But these discussions here and this slight digression on my part from the regular rules of order is made for

the purpose of informing our delegates, in the hope that you men will try, with the aid of our other people in New York, to reach some basis of understanding that will create greater harmony and bring greater benefits to your craft in line with what I said this morning. Otherwise, one mistake can destroy us again in that branch of our trade in New York.

Give your attention now to the Committee on Constitution.

REPORT OF COMMITTEE ON CONSTITUTION

(Continued)

Delegate Lyons, secretary of the committee, continued the report as follows:

A number of resolutions have been presented to the Committee on Constitution dealing with the establishment and support of area set-ups. I will read one of these resolutions and give a list of Local Unions submitting resolutions of an identical nature, without repeating the resolution in each instance.

RESOLUTION No. C-1

Urging Establishment of Area Set-Ups

Proposed Resolution to Be Submitted to International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, at Fourteenth Convention, to Be Held in Washington, D. C., September 9, 1940, Presented by Local Union No. 90, Des Moines, Iowa.

Whereas, The various Bakery Locals throughout the United States are confronted with problems which cannot be solved by the Local Drivers Organizations alone; and

Whereas, An area set-up covering several states can overcome this by close contact with all affected Locals; and

Whereas, Such area set-ups where initiated have resulted in building larger Locals by their ability to organize through much closer contact with the Bakery industry; and

Whereas, The area set-ups are able to provide and maintain uniform hours, wages, and conditions over wide areas; and

Resolutions of an identical nature were received from the following:

J. D. White, Secretary-Treasurer, Local 238, Cedar Rapids, Iowa.

O. S. Burlingame, Secretary-Treasurer, Local 457, Clinton, Iowa.

Everett Tompkins, Secretary-Treasurer, Local 65, Iowa City, Iowa.

Loren Johnson, James R. Hanna, and A. M. Ogren, Local 289, Minneapolis, Minnesota, and approved by Teamsters Joint Council No. 32.

Don V. Moore, President, and Leo A. Masters, Secretary, Local 218, Burlington, Iowa.

Harry L. Greenlee, President, and Carl R. Treband, Secretary, Local 844, Fort Dodge, Iowa.

Glen W. Beman, President, and Charles F. Cunningham, Secretary-Treasurer, Local 383, Sioux City, Iowa.

Secretary Lyons: This matter has been referred by the committee to the General Executive Board for their consideration, since it does not constitute an amendment to the Constitution and is an administrative matter.

The report of the committee was adopted.

RESOLUTION No. C-2

License Plate Emblem

Whereas, Proper publicity is beneficial to any organization; and

Whereas, Members of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America can further the publicity of membership by the display of buttons, emblems, and other recognized registered insignias; and

Whereas, Valuable publicity could be obtained by the display of license plate emblems by the membership on private automobiles and trucks: Therefore be it

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of

America approve and adopt the design of the attached illustrated sketch; and be it further

Resolved, That the International Executive office considers the company responsible for the creation of this license plate emblem, namely—Bastian Bros. Co., Rochester, New York—as being a worthy union shop making a quotation of price within reason of membership purchase of this emblem.

THOMAS WHITE, Secretary, Local 860.

A. C. FORTEY, Secretary, Local 595.

J. W. ESTABROOK, Secretary, Local 206.

Your committee recommends reference of this resolution to the incoming General Executive Board, this being a matter of administrative action.

The recommendation of the committee was adopted by the Convention.

RESOLUTION No. C-3

Urging Enforcement of Monthly Dues Provision in Constitution

Whereas, The Constitution of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, does stipulate that the dues of the membership of this Union shall be \$2 per month; and

Whereas, This Local Union does feel that this provision of the Constitution should be rigidly enforced; now, therefore be it hereby

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America in Convention assembled in Constitution Hall on September 9, 1940, in the city of Washington, D. C., do hereby order the strict enforcement of this provision of the Constitution; and be it further

Resolved, That the General Secretary-Treasurer notify all Local Unions of the International Union to comply with this provision of the Constitution; and be it further

Resolved, That any Local Union not having complied with this provision within thirty days after notification by the General Secretary-Treasurer, be immediately suspended from the International Union.

Submitted by the Resolutions Committee.

Approved by Local Union No. 521, August 15, 1940.

Secretary Lyons: This being an administrative matter, your committee recommends reference of the resolution to the incoming Executive Board for consideration.

The recommendation of the committee was adopted.

RESOLUTION NO. C-4

Urging Creation of Regional District in Southern Illinois

Whereas, Local Union No. 521 has had occasion, several times, in the past few years to request the aid of the International Union in the form of an International Representative; and

Whereas, on several of these occasions the continued operation of the Local Union depended on the amicable settlement of the dispute at hand; and

Whereas, We were unable to have the aid of the International Representative, because he was too busy elsewhere; and

Whereas, We have authentic information that other Local Unions in this Southern Illinois District have had the same trouble, now, therefore, be it hereby

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America in Convention assembled in Constitution Hall on September 9, 1940, in the city of Washington, D. C., do hereby create a Regional District of Southern Illinois and appoint a Brother from that District as the Representative of the International Union and do appropriate enough additional money to defray his salary and expenses.

Submitted by Resolutions Committee.

Approved by Local Union No. 521, August 15, 1940.

Secretary Lyons: This being an administrative matter, your committee recommends reference to the General President for his consideration.

The motion was seconded and carried.

RESOLUTION No. C-5

Union Label

Whereas, There has been organized by Locals affiliated with and under the direction and control of International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, many milk condensaries

and cheese plants throughout the United States of America; and

Whereas, A large number of members of such affiliated Locals earn their livelihood from employment at such condensaries and cheese plants and are dependent upon the continued successful operation of the same; and

Whereas, The continued and successful operation of such condensaries and otherwise is dependent in great measure upon the support of organized labor and those sympathetic to it; and

Whereas, Organized labor and its sympathizers generally are desirous of patronizing products made by union men under union conditions but are unable to do so unless clearly and constantly advised of such facts; and

Whereas, The union label has become the standard and most effective way of advising the public that the products the public uses are manufactured by union men under union conditions; now, therefore be it

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America create, maintain and distribute a union label under such terms, conditions and circumstances as it may deem just and proper for the better protection of the members of the International and for the maintenance of better labor standards generally throughout the United States.

D. L. GIBSON, President,

Local No. 868, Reedsburg, Wis.

AUGUST E. BORCHARDT, President,

Local No. 920, Waupun, Wis.

A. C. MOLDENHAUER, President,

Local No. 887, Berlin, Wis.

Your committee recommends reference of this subject matter to the General Executive Board for their consideration.

The recommendation of the committee was adopted.

RESOLUTION No. C-6

Urging Establishment of Research and Statistical Department

Whereas, This International Brotherhood under the able leadership of its present officers, during the past three decades has remarkably grown from a handful of

members in a few scattered cities to approximately 500,000 members spread throughout the length and breadth of our land; and

Whereas, In this fast-growing movement which is far from its potential peak of membership, many new Locals and newly elected officers of established Locals are inexperienced in the procedure of wage scale negotiations; the gathering of badly needed statistical information; latest data on the cost of living; comprehensive knowledge of wage scale in the crafts affected; and generally a complete knowledge of the latest economic developments and their implications to the welfare of the International Brotherhood of Teamsters; and

Whereas, The employers and those predatory interests who seek to render our activities less effective, have endless resources of money and brains, as well as highly paid economists to defend their economic interests; and

Whereas, Our economic system is approaching the cross-road when trade unions must consolidate the gains made since 1933 and the time has come when trade unions who say "We want more money" and "We want shorter hours" must conclusively present clear-cut economic justification for such demands; and

Whereas, The affiliated Local Unions and the present resources of our International Brotherhood do not possess the means of maintaining statistical and research departments for this purpose; and

Whereas, In this day and age our Local Unions are at a distinct disadvantage unless we have this information immediately available to aid their growth and development. This information should be available and in the possession of our International organizers when they seek to aid a Local Union; and

Whereas, An International Union of our size numerically should not rely upon the A. F. of L., or any other International for assistance of this nature: Therefore be it

Resolved, That this International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America in general Convention assembled, instruct the General Executive Board to create a research unit as part of its staff organization and that persons of established reputation in the field of labor research and investigation be employed on a full-time basis to carry on this work

for the good and welfare of every member of its affiliated unions.

Respectfully submitted by Dairy Employees Union, Local 754.

AUGUST BURNIER,
FRANK J. GILLESPIE,
JACK CAMERON,
CHARLES J. FLANAGAN,
OTTO DEBS,
FRITZ NIEDING,
HENRY DEBS,
JULIAN BUTLER,
ALBERT WEBER,

Dairy Employees Union No. 754, Chicago.

This being an administrative problem, your committee recommends reference of the resolution to General Executive Board for whatever action they may deem advisable.

The recommendation of the committee was adopted.

AMENDMENT TO ARTICLE XII, SECTION 2

Amend Article XII, Section 2, of the Constitution adopted September 13, 1940, Washington, D. C., by adding thereto a new section numbered Section 2 (a).

The Executive Board may, when in its judgment it deems the same necessary, transfer any sum or sums of money from the defense fund to the general fund, and such moneys when so transferred may be used in the general fund for all and every purpose for which the moneys in the general fund may be used.

Your Committee on Constitution recommends adoption of this proposed new section.

A motion was made and seconded to adopt the committee's report.

President Tobin: You have heard the motion. Are there any objections? Hearing none, the motion is adopted and it becomes the action of the Convention.

RESOLUTION No. C-7

Proposing Establishment of Mortuary Fund

Whereas, Local Union No. 521 has come to the conclusion that each Local Union should have stipulated in

its By-Laws a Death Benefit Fund in its Local treasury;
and

Whereas, We are of the unanimous opinion that a National Mortuary Benefit should be established by the International Union; now, therefore be it hereby

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, in Convention assembled in Constitution Hall on September 9, 1940, in the city of Washington, D. C., do hereby establish a National Mortuary Benefit in the amount of five hundred dollars (\$500); and be it further

Resolved, That no member more than thirty days in arrearage with his dues be eligible to receive this National Mortuary Benefit.

Submitted by Resolutions Committee.

Approved by Local Union No. 521, Christopher, Illinois, August 15, 1940.

Secretary Lyons: This matter was referred to the Committee on Officers' Reports and handled by that committee when they dealt with the subject matter contained in the President's report on this subject.

President Tobin: No further action is necessary, and the committee's report is approved, without objection. Hearing none, it is so ordered.

RESOLUTION No. C-8

Requesting Appointment of Organizer for Provinces of Ontario and Quebec

Whereas, The membership of this International Union in Canada, especially in the provinces of Quebec and Ontario, is in need of assistance and guidance, if it is to succeed in any great measure, it being in the process of development; and

Whereas, Labor legislation and the general situation of labor unions is materially different in Canada from that prevailing in the United States of America; and

Whereas, The General Organizers of this International Union have a great deal of work attending to their duties in the United States and at times when they might be urgently needed, would not be available to deal with some important situation that might present itself; and

Whereas, The situation prevailing is such that if an official of this International were available for the prov-

inces of Ontario and Quebec, the membership of this International would be numerically increased and at the same time, the existing membership would be strengthened; and

Whereas, This International is one of those few International Unions who have not, as yet, an International Representative resident in Canada who could look after the interests of members: Therefore be it

Resolved, That this International, in Convention assembled, grant a resident organizer for the Provinces of Ontario and Quebec, or failing this, that financial assistance and authority be given to Joint Council No. 52 to carry on this very important work, of organizing those not at present in our International, into the Brotherhood of Teamsters and Chauffeurs.

M. H. NICOLS, Secretary-Treasurer.

Your committee refers this matter to the General President for his consideration, inasmuch as it is an administrative matter.

The report of the committee was adopted by the Convention.

RESOLUTION No. C-9

Term of Office of Local Officers

Whereas, It is common knowledge that yearly elections in Local Unions, when contests for Local offices take place, usually throws the membership of the Union into a political turmoil for a period of several months, to the extent that very often the normal business of the Local is suspended during that time; and

Whereas, Issues raised in election periods often are of such nature that they have nothing to do with programs or policies aimed at improving the position of the Union or its membership, but are issues raised solely for the purpose of furthering the personal ambition of individuals and groups in the Local seeking office for selfish reasons; and

Whereas, It has been noted that during election campaigns conducted by unprincipled and self-seeking people the bulk of the Union membership composed of honest trade unionists having the welfare of the Local at heart, often absent themselves from Union meetings during this period rather than listen to campaign speeches and per-

sonal tirades which are far removed from the sphere of Union business; and

Whereas, The lengthening of the term of elective officers in the Local Union would not only help to alleviate unsound and unconstructive criticism and abolish the unnecessary political "plays," but it should also increase attendance at Local Union meetings, due to having constructive discussion: Therefore be it

Resolved, That all officers of the Local Unions be elected for a period of three (3) years. However, they to be removed from office for causes as is set forth in the International By-Laws; and be it further

Resolved, That the words "their election" in Section 96, Paragraph 3, Line 3, be stricken and the words "three (3) years" be inserted so as to read: All officers shall serve for the period of three (3) years unless removed for incompetence, neglect of duty, or dishonesty; and be it further

Resolved, That any word or words inconsistent thereto be corrected to comply with this new change in the By-Laws.

Introduced by L. Clair Johnson, Laundry Drivers Union, Local 131; Martin Rasmussen, Milk Drivers Union, Local 471; Thos. Ammerman, Milk Drivers Union, Local 471; M. B. Dunne, General Drivers Union, Local 544 (Minneapolis, Minnesota).

Your Committee on Constitution finds that this matter has been taken care of in the new Constitution and no further action is necessary.

President Tobin: So ordered.

RESOLUTION No. C-10

Amendment to Section 81

We respectfully submit the following changes to the Constitution. That Section 81 be amended as follows: Deletion of the word "shall" in the entire first paragraph and the substitution of the word "must."

Signed:

M. H. NICOLS, Local 670.
A. F. MACARTHUR, Local 647.
BIRT SHOWLER, Local 464.

Your committee finds that the subject matter of this resolution has been covered by previous action on the new Constitution.

President Tobin: Therefore, no further action is necessary and the report of the committee is adopted.

RESOLUTION No. C-11

Amendment to Section 4

We respectfully submit the following changes to the Constitution: That the words "two years" be inserted in place of the words "one year" in Section 4, page 6, and after the word "office" the insertion of the words "and must have attended not less than 50 per cent of the meetings for the previous 12 months."

Signed:

BIRT SHOWLER, Local 464.
R. McCULLOCH, Local 464.
H. JAMES, Local 189.
H. J. ASHBEE, Local 31.
M. H. NICOLS, Local 670.
A. F. MACARTHUR, Local 647.

Your committee finds that this matter is already covered in the new Constitution. Therefore, no further action is necessary.

President Tobin: So ordered.

RESOLUTION No. C-12

Truck Owners

Whereas and because of the rapid transportation of trucks from one locality to another in order to protect our membership in the various parts of the country.

(a) Be it hereby resolved that each Local Union control the trucks used in their respective jurisdiction.

(b) Be it hereby resolved that truck owners of not more than one truck be given membership in the organization of the I. B. T. C. S. & H. and be given the protection of resolution (a).

(c) Be it hereby resolved that truck owners going in the local be registered as such and on jobs that chauffeurs

are required, chauffeurs be given preference over truck owners.

L. V. GAUGHRAN, Local 235.
C. A. WRIGHT, Local 76.
CLARENCE WILLIAMS, Local 513
GEO. W. SIEGLE, Local 466.
E. H. SNYDER, Local 80.

Your committee finds this matter has been dealt with in the new Constitution and no further action is therefore necessary.

President Tobin: Are there any objections? Hearing none, the report of the committee becomes the action of the Convention.

RESOLUTION No. C-13

Truck Owner Members Contracting Jobs as Individuals

Resolved, That no truck owner member of the I. B. T. C. S. & H. be permitted to contract any job as individual, but where the Executive Board of the I. B. T. C. S. & H. deem it necessary for the benefit of the membership as a whole. A Local Union must apply to the Executive of I. B. T. C. S. & H. with the approval of the Local in their jurisdiction.

CLARENCE WILLIAMS, Local 513.
C. A. WRIGHT, Local 76.
GEO. W. SIEGLE, Local 466.
MACK RAY, Local 279.

Your committee finds this matter has been dealt with in the new Constitution and no further action is therefore necessary.

President Tobin: Are there any objections? Hearing none, the report of the committee becomes the action of the Convention.

RESOLUTION No. C-14

(This resolution is a duplicate of Resolution No. 46, page 49.)

Shop Card for Service Stations

Whereas, The American Federation of Labor has granted the jurisdiction of service station employees to

the International Brotherhood of Teamsters, Chauffeurs, Stablemen & Helpers of America; and

Whereas, There are some 880,000 employees in this industry available for membership in the International Union; and

Whereas, There is great need for organization in the service station field due to the long hours worked and the very low rate of wages paid; and

Whereas, The various affiliated Local Unions of the International Union throughout the country are conducting organization campaigns to bring these employees into the Union; and

Whereas, The support and cooperation of the International Union and all of its affiliated Locals is so necessary to insure a successful conclusion; and

Whereas, In the attempt to organize, the necessity has arisen to, in some manner distinguish between organized and unorganized stations; and

Whereas, Due to this condition, our various Joint Councils and Local Unions have drafted various types of Shop Cards which do not coincide in design, thereby confusing the public and members of labor desiring to patronize union operated stations; and

Whereas, This card has proved to be a very beneficial point in the organization of this type of employee, it can readily be seen that a National Shop Card, issued by the International Union, would be much more effective: Therefore be it

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen & Helpers of America, assembled in regular session in Washington, D. C., this 14th day of September, 1940, appoint a committee for the purpose of drafting an International Shop Card to be used throughout the entire nation, and that said committee be instructed to make the Shop Card available, through the International Union, to all Local Unions, at the most reasonable price possible.

Respectfully submitted,

GARAGE EMPLOYEES, LOCAL UNION NO. 44.

Gordon Lindsay, Secretary-Treasurer.

Chas. F. Ulrich, Local 227.

B. I. Bowen, Local 465; Wm. L. Lamberton, Local 44; Wm. Bill Rea, Local 44; J. J. Steiner, Local 465; Kenna Hatfield, Local 66; E. D. Quinn, Local 461; A. Q. Ruhl, Local 690; A. W. Galipeau, Local 551; A. H. Evans,

Local 690; W. C. Milton, Local 174; Phil Brady, Joint Council 37; W. M. Balsam, Local 305; David A. Sutherland, Local 162, Portland; Alex (Scotty) Linn, Local 162, Portland; C. V. McCoy, Local 524, Yakima, Wash.; H. E. Wheeler, Local 672, Bremerton, Wash.; Ed. S. Davis, Local 255, Portland, Oreg.; E. K. Berg, Local 206, Portland, Oreg.; Jay Arney, Local 378, Olympia; Harry Satterlee, Local 313, Tacoma, Wash.; Edward C. Bedford, Local 313, Tacoma, Wash.; Paul Gomsrud, Local 313, Tacoma, Wash.; C. M. Dahlager, Local 313; Sam S. DeMoses, Local 353; Chas. L. Booth, Teamster Local 313; Chas. Goodson, Teamster Local 148; P. J. Gardiner, Teamster Local 566; Neil Pendley, Teamster Local 589; W. J. McDermott, Teamster Local 162; W. Mayo, Teamster Local 162; Joseph G. Ruosch, Teamster Local 66; Eric G. Ratchiffe, Teamster Local 66; A. R. Payne, Local 672; R. L. Monast, Local 353; H. G. Johnston, Local 524; C. L. Erickson, Local 174; Thomas Leo, Local 174; James Ballew, Local 38; Lloyd Greger, Local 231; G. L. Vance, Local 255; D. J. Belanger, Local 208; Wm. E. Ritchey, Local No. 223; Austin G. Thompson, Local 45; Theo. P. Swanson, Local 448; J. J. Rohan, Local 882; K. M. Griffin, Local 241; James H. Kidder, Local 770; T. H. Jones, Local 890; Dexter L. Lewis, Local 208; Robert S. Ash, Local 78; George Hickman, Local 109; Harry F. Starling, Local 556; A. D. Pettingill, Local 684; Lester L. Reeves, Local 307; O. E. McGuire, Local 146; Edward F. Hogan, Local 146; C. C. Allen, Local 439; Joe Tuohy, Local 399; Geo. Cavamo, Local 174; Harry Miniken, Local 174; D. O'Donnell, Local 174; J. R. Onstott, Local 566; Al Kenanen, Local 162; W. W. Westoon, Local 378; J. M. Casey, International Organizer; Fred J. Meyer, Business Agent, Local 256, San Francisco; George Grischow, Local 162, Portland, Oreg.; Wm. A. Glenn, Local 162, Portland, Oreg.; John Peterson, Local 483, Boise, Idaho; George F. Leonard, Local 93, Los Angeles;

A. D. Pitts, Local 208, Los Angeles; Lee W. Owen, Local 630, Los Angeles; John F. Lopez, Local 630, Los Angeles; Wm. P. Card, Local 630, Los Angeles; C. C. Nolley, Local 630, Los Angeles; Geo. W. Jenott, Local 287, San Jose; Thos. Brett, Local 287, San Jose; Kelly Edwards, Local 287, San Jose; H. H. Smith, Local 431, Fresno; C. A. North, Local 313, Tacoma; James Wilson, Local 699, Aberdeen; Wm. Bonello, Local 699, Aberdeen; H. A. Macdonald, Local 431, Fresno; J. W. Shirley, Local 492, Albuquerque; H. G. Thompson, Local 848, Los Angeles; T. L. Pitts, Local 848, Los Angeles; A. E. O'Neal, Local 93, Los Angeles; E. W. Lynn, Local 93, Los Angeles; M. S. Whiting, Local 93, Los Angeles; W. T. Blaney, Local 93, Los Angeles; Charles Jewell, Local 231, Bellingham; Art Hobbs, Local 231, Bellingham; J. P. Poteet, Local 542, San Diego; Rex Smith, Local 208, Los Angeles; Russell W. Powell, Local 150, Sacramento, Calif.; Albert A. Marty, Local 150, Sacramento, Calif.; David A. Sutherland, Local 162, Portland; Lew. Cornelius, Local 162, Portland; Chas. E. Vest, Local 431, Fresno, Calif.; Harold Waterbury, Local 692, San Pedro; W. W. Piper, Local 692, San Pedro; Paul J. Ashcroft, Local 537, Denver, Colo.; E. R. Rosa, Local 690; Chas. B. Copperman, Local 898, El Centro; Ralph Barker, Local 87; Fred Martin, Local 87, Bakersfield; Ray A. Flint, Local 150, Sacramento; C. C. Smith, Local 150, Sacramento; Ben F. Huber, Local 420, Los Angeles; A. A. Cameron, 85, San Francisco; Richard D. Valerga, Local 85, San Francisco; Lloyd Hildreth, Local 206, Portland; Ray N. Mose, Local 206, Portland; B. L. Culpepper, Local 573, Long Beach, Calif.; H. L. Wasberg, Local 13, Denver; C. Washburn, Local 572, Long Beach, Calif.; E. J. Gordon, Local 984, Granite City, Okla.; Lester Baum, Local 971, Belleville; Lee Begnel, Local 972, Alton, Ill.; Larry Davidson, Local 977, Minneapolis, Minn.; Edwin D. Dorsey, Local 618, St. Louis; George F.

Schmitt, Local 128, Pittsburgh, Pa.; Geo. W. Stokel, Local 150, Sacramento, Calif.; T. H. Jones, Local 890, Santa Ana, Calif.; W. J. Kiser, Local 386, Modesto, Calif.; Bruce Lewis, Local 252, Centralia, Wash.; W. Bonello, Local 699, Aberdeen, Wash.; James Wilson, Local 699, Aberdeen, Wash.; Denney Givens, Local 672, Bremerton, Wash.; E. D. Quinn, Local 461, Tacoma, Wash.; Fullmer H. Latter, Local 222, Salt Lake City, Utah; W. A. Roscoe, Local 222, Salt Lake City, Utah; Paul D. Jones, Local 93, Los Angeles; W. R. Otto, Local 278, San Francisco, Calif.; S. Giannini, Local 280, San Francisco, Calif.; Chas. W. Real, Local 70, Oakland, Calif.; H. D. Underwood, Local 381, Santa Maria, Calif.; George Davenport, Local 467, San Bernardino, Calif.; Fred Martin, Local 87, Bakersfield; Russell W. Powell, Local 150, Sacramento, Calif.; James T. Bruce, Local 93, Los Angeles, Calif.; A. A. Nye, Local 737, Los Angeles, Calif.; F. T. Baldwin, Local 93, Los Angeles, Calif.; T. L. Pitts, Local 848, Los Angeles, Calif.; P. C. Heffner, Local 208, Los Angeles, Calif.; J. T. Gardner, Local 403, Los Angeles, Calif.; J. L. Porritt, Local 208, Los Angeles, Calif.; B. F. Huber, Local 480, Los Angeles, Calif.; D. Copelan, Local 208, Los Angeles, Calif.; Wm. H. Lithgow, Local 208, Los Angeles, Calif.; F. F. Lapham, Local 467, San Bernardino; H. R. Lown, Local 274, Phoenix, Ariz.; R. H. Bonnifield, Local 439, Stockton, Calif.; Wm. P. Card, Local 630, Los Angeles; Harry Cowan, Local 93, Los Angeles; George E. Mock, Local No. 598, Los Angeles; Harry Schwartz, Local 208, Los Angeles; Thomas White, Local 360, San Francisco; Ralph H. Clare, Local 399, Hollywood; George O. Prescott, Local 208, Los Angeles; Lee W. Owen, Local 630, Los Angeles; John F. Lopez, Local 630, Los Angeles; H. G. Thompson, Local 848, Los Angeles; Wm. P. McLaughlin, Local 85, San Francisco; Michael Hernon, Local 216, San Francisco;

George F. Leonard, Local 93, Los Angeles;
J. H. Marshall, Local 70, Oakland.

Your committee recommends reference of this matter to the incoming General Executive Board.

President Tobin: Are there objections to the report of the committee? Hearing none, it is so ordered.

Organizer Dave Beck in the Chair.

RESOLUTION No. C-15

Submitted by the Committee on Constitution

Whereas, In addition to the regular duties and responsibilities as General President of our great organization, it is necessary for our General President to perform other services of an unusual nature, particularly in connection with fraternal functions, special organizational business and activities, diplomatic contacts, etc.; and

Whereas, In addition to his numerous constitutional obligations to our International, the General President, in honorable recognition of his talents and value to the Government of the United States and the labor movement in general, is frequently called upon to perform public services which redound to the credit and advantage of our organization; and

Whereas, This International acknowledges, with profound gratitude, the inestimable contribution made by our General President to the building up and development on a secure basis of this, the largest International Union on the American Continent, and recognizes the necessity of preserving the health of our General President so that he may continue to render these inestimable services to our International: Be it

Resolved, That this Convention accords to the General President full discretion over the methods to be adopted by him in the rendition of the aforementioned services; and this Convention hereby directs the General Executive Board to provide fully and liberally for all expenses of the General President, in addition to all other constitutional compensation and allowances, when performing the aforementioned services, or when taking periodic rests for the preservation and conservation of his health—the said expenses to include travel in this country or abroad, and to include the full and complete maintenance of his wife so that she can accompany the General President—and said expenses shall include all

secretarial help and services which he deems necessary while engaged as afore-referred to—to the end that the health and service of the General President shall be protected and conserved.

Secretary Lyons: Your Committee on Constitution recommends adoption of this resolution, as an amendment to the Constitution.

A motion was made and seconded to adopt the committee's recommendation.

Chairman Beck: You have heard the reading of the report of the committee. The question arises on its adoption. Are you ready for the question? All in favor signify by saying "Aye." Contrary minded, "No." It is so ordered.

President Tobin: Let me say a word on this thing. These things become a matter of official record. I think you have done something to help out the General President in traveling, etc. There has never been any misunderstanding as to my expenses with the Secretary-Treasurer or with the General Executive Board and there won't be any. If it becomes necessary for me to incur some extra expense it will be properly accounted for.

These things become matters of record and I don't want any wrong impression to go out. It won't be any different than it was before. As we go along in life there may be different things arising that we will have to pay some attention to.

That is about the purpose of the resolution.

RESOLUTION No. C-16

Seniority Rights for Members in Service in National Emergency

Whereas, Thousands of our present members will unquestionably be called to serve in the United States armed forces under the National Defense Program; and

Whereas, These members have contributed to establishing and maintaining our present wages and conditions of employment and should be guaranteed the right

to return to their former jobs upon completing their military service; and

Whereas, Jobs now held by these members must, under our agreements, our Local By-Laws and our International By-Laws, be filled by members in good standing; and

Whereas, When this emergency is over there is a possibility that our Local Unions will have a majority of members who have taken the jobs of men in the service; and

Whereas, Sections 4 and 86 of our International By-Laws only guarantee members taking withdrawal cards the right to return to the Local Union without paying a new initiation fee: Therefore be it

Resolved, That Sections 4 and 86 of our International By-Laws be amended by adding the following:

"Members who take withdrawal cards to enter the armed forces of the United States, whenever the President or Congress shall declare that a National Emergency exists, shall be guaranteed the right to return to their former jobs without loss of seniority, providing they are physically able to perform the duties required of them,"

Committee on Resolutions of Teamsters Joint Council No. 10, William A. Nealey; Teamsters, Chauffeurs and Helpers Local No. 42, Lynn, Mass.; Michael J. Sullivan, Coal and Fuel, Chauffeurs and Helpers Local No. 68, Boston, Mass.; Leonard A. Ryan, Teamsters, Chauffeurs and Helpers Local No. 170, Worcester, Mass.

LEONARD A. RYAN, Local 170.

A. PEARLSTEIN, Local 259.

W. A. NEALEY, Local 42.

Similar resolutions to this one were before the Resolutions Committee and acted upon by this Convention through the procedure of reference to the Executive Board to take whatever legislative action within the Federation that will be possible. Committee moves that this Convention, on this resolution, take similar action.

President Tobin: The whole subject matter was referred to the General Executive Board for its consideration, and if it is possible for our Board within the law, without confiscation of property, to do something to help those men who are called into service in defense of the

nation, the Board will do so, and if they can do so after investigation and cooperation with other organizations.

Are there objections to the report of the committee? Hearing none, the report is adopted and becomes the action of the Convention.

RESOLUTION No. C-17

Per Capita Tax

Whereas, The July, 1940, issue of the Official Magazine of the International Brotherhood of T. C. S. & H. of A. indicates that an effort will be made at the International Convention to be held in Washington, D. C., starting September 9, 1940, to raise the per capita tax paid by affiliated Local Unions; and

Whereas, The report of the General Secretary-Treasurer for the months of March, April, and May, 1940, certifies that the cash balance on hand as of May 31, 1940, amounted to \$5,982,456.04; and

Whereas, There does not seem to be any sound reason for any increase in per capita tax; now, therefore be it

Resolved, That Teamsters, Chauffeurs, Truck Drivers and Helpers Local Union No. 132, in meeting assembled this 13th day of August, 1940, hereby goes on record as being opposed to any increase in per capita tax at this time; and be it further

Resolved, That a copy of this resolution be sent to the President of our International, Mr. Daniel J. Tobin, asking his concurrence with it.

This matter has already been disposed of by previous action of the Convention.

President Tobin: The matter having been disposed of, no further action is necessary.

RESOLUTION No. C-18

Qualifications for Membership

June 12, 1940.

Mr. Daniel J. Tobin, President,
I. B. of T. C. S. & H. of A.,
222 E. Michigan Street,
Indianapolis, Indiana.
DEAR SIR AND BROTHER:

The enclosed resolution has been unanimously adopted by the membership of the Coal and Ice Drivers and Help-

ers Union, No. 257, after being read at three monthly meetings.

The membership has instructed me to forward this to your office with the request that it be turned over to a committee appointed by you for study. It is further requested that this resolution be incorporated in the International Constitution and By-Laws of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America at the convention to be held during the second week in September in Washington, D. C.

Brother Henry F. Drefahl and myself have been elected as delegates to this convention and our instructions were to forward this resolution to your office for study by your Constitution and By-Laws Committee.

Fraternally yours,

GEORGE J. RITCHEY, Secretary-Treasurer,
Coal & Ice Drivers & Helpers Union, No. 257.

Note: A word of explanation on one sentence may be in order. It has always been the policy of all the truck drivers' organizations to give everyone a fair break and our organization has always lived up to this in every possible way, but we do not feel that anyone who has been convicted of a felony and who has lost his citizenship shall be eligible to membership. We are willing to accept as members men who have been convicted of minor crimes and have served their sentences; they have paid for their offenses they committed and deserve another chance, but a felony is felt to be a far more serious offense.

Whereas, The International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America has maintained a policy of limiting its membership to persons of good reputation and moral character; and

Whereas, The International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America has maintained a policy of eliminating from its membership those persons who, by their actions and conduct, have marked themselves as being unworthy of the privileges and benefits bestowed upon them by this union; and

Whereas, This policy has not yet been incorporated into the Constitution and By-Laws of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America; and

Whereas, The incorporation of such policy into the rules and by-laws of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of Amer-

ica would best serve the interests of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America: Now therefore be it

Resolved, That there be added to Section IV of the International Constitution a new subsection to read as follows:

"It shall be the duty of the properly designated examining committees of all Local Union executive boards to investigate the history, character, and reputation of all applicants for membership to such Local Unions, and also as to whether the applicant is an American citizen. If such investigation discloses that such applicant has not become an American citizen or he has been previously convicted of a felony, have known criminal tendencies, or be otherwise unqualified, such findings shall be reported to the Local Union executive board. This board shall report back to the membership as a whole its findings and recommendations. A majority vote of the membership as a whole shall be required to accept said applicant to membership; provided, however, that an applicant who has resided in the United States sufficient time to secure his citizenship papers and has not done so, shall not be admitted to membership at any time." Be it further

Resolved, That Section 91 shall be amended by adding the following sub-section:

"... or (7) has been *convicted of a felony, has known criminal tendencies, or is otherwise morally unqualified*, may upon conviction be punished by reprimand, fine, suspension, or expulsion."

Respectfully submitted,

COAL & ICE DRIVERS & HELPERS

UNION, No. 257, Milwaukee, Wis.,

GEO. J. RITCHEY, Secretary-Treasurer,

HY. F. DREFAHL, President,

Delegates to International Convention.

Secretary Lyons: This subject matter, Mr. Chairman, has been taken care of in both parts in our new Constitution dealing with these elements. It is also contained in the President's report, where he deals with racketeering and the like. The committee feels there is no need of any further action.

A motion to adopt the report of the committee was carried.

RESOLUTION No. C-19

Amendment to Section 3, International By-Laws

Section 3. This organization has jurisdiction over all teamsters and helpers, chauffeurs, truck drivers (including winch and concrete trucks), warehousemen, all types of sales-drivers, filling station attendants, dairy employes and all who are employed on horses, harness, carriages or automobiles, in and around stables or garages, other than mechanics.

Respectfully submitted,

J. R. BRADDOCK, JR.,
Member, Local Union No. 613,
Jacksonville, Fla.

Secretary Lyons: This matter has been taken care of under the new Constitution, under the title "Jurisdiction," and no action is needed here.

President Tobin: Any objections to the decision of the committee? Hearing none, their decision and recommendation becomes the action of the convention. So ordered.

RESOLUTION No. C-20

Amendment to Section 91, Constitution

Whereas, Section No. 91 of the Constitution of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America does not state definitely the status of a member who has been fined, suspended or expelled according to this section; and

Whereas, Section No. 91 has been misinterpreted and ruled upon contrary to the best interests of Local Unions and the International Union: Therefore be it

Resolved, That a paragraph be added to Section No. 91 to read:

"If found guilty, the member may appeal to the Joint Council, but pending the appeal the verdict is binding."

ROGER WILLIAMS, Recording Secretary,
Milk and Ice Cream Salesmen, Drivers and Dairy
Employes Local Union No. 205, Pittsburgh, Pa.

Secretary Lyons: This matter has been taken care of

under the new Constitution and no further action is required.

President Tobin: Any objection to the report of the committee? Hearing none, the report of the committee becomes the action of the convention.

RESOLUTION No. C-21

Amendment to Section 81, Constitution

Whereas, Individuals appealing from Local Unions to the Joint Council after having been tried for some offense are now greatly increasing in number; and

Whereas, Most every individual that has been found guilty of some offense by his Local Union appeals to the Joint Council; and

Whereas, As most Councils meet only once a month; and

Whereas, There is ever so much business to be taken care of at these monthly meetings, and when an appeal is to be heard nothing else can be considered at that particular meeting as most cases require nearly most of the time: Therefore be it

Resolved, That Section No. 81 of the International Constitution and By-Laws be amended so that the Executive Board of the Joint Council or a committee appointed by the Joint Council may hear all cases appealed from Local Unions, and to try individual cases which Local Unions refuse or neglect to try: Therefore be it further

Resolved, That the sixth paragraph of Section No. 81 be amended to read as follows:

"Joint Councils shall have full power to adjust all questions of jurisdiction between Local Unions, subject to the approval of the General Executive Board to try cases against Local Unions. The Joint Council, Joint Council Executive Board, or a committee appointed by the Council shall have full power to try cases appealing from Local Unions, and to try individual cases which Local Unions refuse or neglect to try."

ALBERT DIETRICH, President,
Milk and Ice Cream Salesmen, Drivers and Dairy
Employees Local Union No. 205, Pittsburgh, Pa.

This matter has been taken care of in the new Con-

stitution and the committee feels that no further action is required.

Any objections to the decision of the committee? Hearing none, it becomes the decision of the convention, and it is so ordered.

RESOLUTION No. C-22

Instructions to Local Unions for Drafting By-Laws

To Officers and Members of Local Union No. 956:

Whereas, There have been occasions brought to our attention in this community where an annual election of officers was a detriment to the progress and welfare of the Local Union involved; and as there are already existing laws that will remove any officer for neglect of duty or incompetency in office we are submitting the following resolution for your consideration and adoption, believing it to be for the best interest of the Teamsters' Organizations.

This resolution, after your adoption, is to be submitted to the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America in convention assembled.

Sec. 96. Each Local Union shall have the right to make such by-laws as it may deem advisable, providing they do not conflict with the laws of the International Union.

The officers of the Local Union shall consist of a president, vice president, recording secretary, secretary-treasurer and three trustees. All officers with the exception of the three trustees shall be elected for a term of not less than three years. These officers shall constitute the executive board of the organization.

The conductor and warden shall be appointed by the chair. All officers shall serve for the period of their election unless removed for incompetency, neglect of duty or dishonesty. This can only be done by a motion being regularly made and seconded by two members in good standing, after a majority vote has decided, by secret ballot, against the officer or officers, and only at a notified or summons meeting.

Nomination of officers shall take place at the first meeting in December and election at the next meeting. The officers-elect may be installed at the same meeting at which they are elected.

The business representative of a Local Union shall be elected the same as any other officer for a period of not less than three years; but can be removed at any time for incompetency, dishonesty or neglect of duty, or if there are no funds in the Local Union to pay his salary. He shall be given a trial, as stated above, the same as any other officer.

The trustees shall be elected in the following manner: One for three years, one for two years, and one for one year.

Adopted by Furniture Drivers Local Union, No. 956, at regular meeting held August 22, 1940.

THOS. F. DUNIGAN,
Secretary-Treasurer.

Secretary Lyons: This matter has been taken care of in the new Constitution and no further action is required.

President Tobin: Any objections to the report of the committee? Hearing none, it becomes the action of the convention.

RESOLUTION No. C-23

Amendment to Section 84, International Constitution

Whereas, Most Local Unions now have closed shop agreements and try to put their unemployed members to work before any new members are taken in; and

Whereas, An individual can join a Local Union as a subterfuge and then be eligible to transfer to another Local where they cannot otherwise obtain membership because that Local is trying to protect its unemployed members; and

Whereas, A Local Union should have the privilege of placing its own members to work in positions under its jurisdiction before any transfers are accepted: Therefore be it

Resolved, That a sentence be added to Section No. 84 of the International Constitution to read:

"However, every Local Union shall have the right to fill all vacancies under its jurisdiction with its own members before any transfer cards are accepted."

Fraternally submitted,
CHARLES DeRENZO, Secretary-Treasurer,
Milk and Ice Cream Salesmen, Drivers and Dairy
Employees, Local Union No. 205, Pittsburgh, Pa.

Secretary Lyons: This matter has been taken care of in the new Constitution and does not require any further action.

President Tobin: Any objections to the report of the committee? Hearing none, it becomes the action of the convention, and is so ordered.

RESOLUTION No. C-24

Qualifications for Office—Citizenship

"No member of any Local Union shall be eligible to run for office unless he has been a citizen of the United States of America for a period of five years and has been a member in good standing in his Local Union for a period of five years prior to his nomination, without interruption."

Submitted by Milk Wagon Drivers Local No. 584.

Secretary Lyons: This matter has been taken care of under the new Constitution and no further action is required.

President Tobin: Any objections to the report of the committee? Hearing none, the report of the committee becomes the action of the convention.

RESOLUTION No. C-25

Term of Office of Business Representative

Whereas, The business representatives of Local Unions in the past have been subject to facing a reelection each year as provided for in the International Constitution and By-Laws; and

Whereas, This policy has been found rather detrimental to hundreds of Local Unions as a result of bitterly contested elections; and

Whereas, Such contests have caused a bitter feeling that carries on for several months in some instances between elections: Therefore be it

Resolved, That the Fourteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America go on record as favoring the election of representatives for a five-year period with the provision that they can be removed at any time for in-

competency, dishonesty or neglect of duty, or if there are no funds in the Local Union's treasury to pay his salary.

Respectfully submitted,

TOM OAKES,
General Truck Drivers Union, Local No. 92.

Secretary Lyons: This matter has been taken care of under the new Constitution and no further action is required.

President Tobin: If there are no objections, the report of the committee will become the decision of the convention. Hearing none, it is so ordered.

RESOLUTION No. C-26

Qualifications for Membership

Proposed Amendment

No person shall be eligible for membership in this union who shall be known to be a member of or affiliated with any organization whose origin is in a foreign country, whose allegiance is to a foreign government, or whose policies or purposes shall be known to be subversive to the principles of American democracy and the American Bill of Rights, or who shall be known to be a member of any Nazi, Fascist or Communist party or organization, be such organization political, social or fraternal.

MAX LIEBLER,
Local No. 584.

Secretary Lyons: This matter has been taken care of in the new Constitution and no further action is required.

President Tobin: If there are no objections to the report of the committee, the report becomes the decision of the convention and it is so ordered.

RESOLUTION No. C-27

Addition of Word "Warehousemen" to Title

Whereas, In the year 1937, the American Federation of Labor by action of its Executive Council granted the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America jurisdiction over the workers employed in the inland warehouses of the nation; and

Whereas, The membership, existent and potential, in these inland warehouses numbers many thousands; and

Whereas, The name, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America neither designates nor suggests the inclusion of the warehouse worker in the teaming craft; and

Whereas, In order to properly identify and dignify the existent and potential membership of the inland warehouse industry in its affiliation with and as an integral part of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, the word "Warehousemen" should be included in the title of our International Union: Therefore be it

Resolved, That the title "International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America" be changed to read "International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America," and all necessary registration changes be effected in pursuance thereof.

Thomas White, Local 860; A. Cortey, Secretary, Local 595; J. W. Estabrook, Secretary, Local 206; John C. Harrington, Local 829; James P. McCarthy, President, Local 820; Jeremiah F. McCarthy.

Secretary Lyons: This matter has been presented to the convention and adopted in the new Constitution, and no further action is required.

President Tobin: If there are no objections to the report of the committee, the report becomes the action of the convention and it is so ordered.

RESOLUTION No. C-28

Rank and File Organizations

"No member of any Local Union shall organize or be associated in any way with any rank and file club, organization or association within any Local Union; nor shall any member of any Local Union call, attend or participate in any meeting for any stated purpose whatsoever without the sanction of the executive board of the Local Union and without the presence of an officer of the Local Union designated by the executive board of the Local Union."

Submitted by Max Liebler, Local No. 584.

Secretary Lyons: This matter has been discussed and taken care of in the new Constitution.

President Tobin: This subject matter has not been

fully discussed, this thing about the rank and file, set-ups and propaganda. I referred to it in the columns of the Journal, but the action of the convention and the Constitution does not cover such procedure as referred to in this as fully as it should be covered.

There is an enormous amount of very cleverly written poisonous literature circulated throughout our country, using the initials of our organization, and they have enough of local news which they get from members who are disloyal to their organization to make their publications somewhat interesting. But in between the lines they are planting the seeds of dissension and mistrust against the officers of the Local Unions and against the International Union and against the labor movement as a whole. Back of all that is the ulterior motive of bringing about disruption of industry in our country.

For instance, in the case of Local 807 recently in New York, the "I.B.T. News" goes on cleverly to show the wonderful things that the membership has accomplished because they refused to listen to their officers. They go on to tell the men in cleverly written language, "pay no attention to the conservatives; go out and do things," "defy the rules."

The purpose is to cripple industry, defy the laws and to disrupt the movement. If it were only done just to handle the unions and to get control of them it would be bad enough, but back of the whole thing is an attempt to destroy the whole set-up of our Government of the United States. I haven't got all the proof, but it is my judgment that some of those people writing this material will have to answer to this Government before they go much further. That is not only true in New York, where it is vicious, but it is going on in other parts of the country, and some delegates who are here know what I am referring to, and they had better beware. This Government is not going to be overthrown, first, by the destruction or control of the unions by clever cliques supported by foreign doctrines.

I want our honest membership, who like to pick up this breezy stuff that is written so cleverly, to beware of the poison of the sixth, the seventh, or the eighth column that is trying to use your unions, to destroy your officers and your solidarity, to rebel against your International Union, to rebel against industry and society and eventually government. Beware! Keep away from them! Don't read their stuff, even though the first headline may be a boost. They have a system of throwing out bait cleverly concealed in order to get the unthinking member to pick it up and look inside and read their poison.

I have two or three of those publications before me here. I don't want to go any further into this thing, only I say to you gentlemen there are, or there were, some in this convention who are helping this propaganda. They were here as delegates. I say to you, beware before it is too late, because I can't help you nor can this International Union help you if you get into trouble for secretly or unwittingly helping to spread foreign poison by salving the unthinking members within our union and by giving help or aiding in any manner the spreading of this poisonous literature.

RESOLUTION No. C-29

Service Station Attendants

Whereas, The International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America constitution is so drawn that it does not include or mention the gasoline service station attendants; and

Whereas, The gasoline service station attendants are an integral part of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America and need some specific rules governing their organization: Therefore be it

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, in convention assembled at Washington, D. C., the 9th day of September, 1940, go on record that the Constitution of the International Brotherhood of Teamsters, Chauffeurs,

Stablemen and Helpers of America be so amended as to include the gasoline service station attendants.

Service Station Attendants, Local No. 972,
Lee Begnel, Sec'y-Business Rep.
Service Station Attendants, Local No. 971,
Lester Baum, Sec'y-Business Rep.
Service Station Attendants, Local No. 984,
E. J. Gordon, Business Rep.

Melroy Horn, Local 618, St. Louis, Mo.; Harry F. Starling, Local 556, San Mateo Co., Calif.; Edwin D. Dorsey, Local 618, St. Louis, Mo.; Kenneth B. Flagg, Local 665, San Francisco, Calif.; Gordon Lindsay, Local 44, Seattle, Wash.; Larry J. Davidson, Local 977, Minneapolis, Minn.; A. Moss, Local 665, San Francisco, Calif.; E. D. Quinn, Local 461, Tacoma, Wash.; Anthony D. Pascarella, Local 128, Pittsburgh, Pa.; G. L. Vance, Local 255, Portland, Oreg.; George F. Schmitt, Local 128, Pittsburgh, Pa.; Robert S. Ash, Local 78, Oakland, Calif.

Secretary Lyons: This matter is already taken care of in the new Constitution under the heading, "jurisdiction." No action is required.

President Tobin: Any objections to the report of the committee? Hearing none, the report becomes the action of the convention and it is so ordered.

RESOLUTION No. C-30

Amendment to Section 3, International Constitution

Whereas, The evolution of the transportation and hauling industry since the innovation of the automobile, truck and bus has revolutionized the servicing of transportation equipment; and

Whereas, The jurisdiction of the men engaged in this type of work is not at all clearly defined in Section 3 of the Constitution of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, which reads as follows:

"Sec. 3. This organization has jurisdiction over all teamsters and helpers, chauffeurs and helpers, stablemen and all who are employed on horses, harness, carriages or

automobiles, in and around stables or garages, other than mechanics. Dairy employees are classified as helpers and are eligible for membership."; and

Whereas, The jurisdiction over this type of work was granted to the International Brotherhood of Teamsters many years ago in the form of stablemen, whose duty it was to service all horses, accessories and rolling equipment driven by teamsters; and

Whereas, This same jurisdiction still obtains but has enlarged to gigantic proportions due to the evolution of the transportation industry and since the garage and service station employee of today is engaged in servicing the rolling equipment of today, which is driven by auto, bus and truck drivers: Now therefore be it

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers in convention assembled in the City of Washington, D. C., on this 11th day of September, 1940, give recognition to this aforementioned evolution in the transportation industry and insert in Section 3 of our Constitution the words "and automotive equipment," immediately following the word "automobiles" in Line 4, Section 3, and strike the word "or," Line 5, Section 3, and add after the word "garage" the words "and service stations"; also Line 5, Section 3 of the Constitution; and be it finally

Resolved, That Section 3 of the Constitution of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers shall henceforth read as follows:

"This organization has jurisdiction over all teamsters and helpers, chauffeurs and helpers, stablemen and all who are employed on horses, harness, carriages or automobiles and automotive equipment in and around stables, garages and service stations other than mechanics. Dairy employees are classified as helpers and are eligible for membership."

E. D. Quinn, Local 461, Tacoma, Wash.; G. L. Vance, Local 255, Portland, Oreg.; Gordon Lindsay, Local 44, Seattle, Wash.; Larry J. Davidson, Local 977, Minneapolis, Minn.; E. J. Gordon, Local 984, Granite City, Ill.; Anthony D. Pascarella, Local 128, Pittsburgh, Pa.; Melroy Horn, Local 618, St. Louis, Mo.; George F. Schmitt, Local 128, Pittsburgh, Pa.; Harry F. Starling, Local 556, San Mateo Co., Calif.; Edwin D. Dorsey, Local 618, St. Louis, Mo.; Robert S. Ash, Local 78, Oakland, Calif.; Kenneth B.

Flagg, Local 665, San Francisco, Calif.; A. Moss, Local 665, San Francisco, Calif.; Lester Baum, Local 971, Belleville, Ill.; Lee Begnel, Local 972, Alton, Ill.

Secretary Lyons: This matter is now covered under the new Constitution under the heading, "Jurisdiction," and no further action by the convention is required.

President Tobin: Any objections to the report of the committee? Hearing none, the report becomes the action of the convention and it is so ordered.

RESOLUTION No. C-31

Union Label

Whereas, There have been organized by Locals affiliated with and under the direction and control of International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America many milk condenseries and cheese plants throughout the United States of America; and

Whereas, A large number of members of such affiliated Locals earn their livelihood from employment at such condenseries and cheese plants and are dependent upon the continued successful operation of the same; and

Whereas, The continued and successful operation of such condenseries and otherwise is dependent in great measure upon the support of organized labor and those sympathetic to it; and

Whereas, Organized labor and its sympathizers generally are desirous of patronizing products made by union men under union conditions but are unable to do so unless clearly and constantly advised of such facts; and

Whereas, The union label has become the standard and most effective way of advising the public that the products the public uses are manufactured by union men under union conditions: Now therefore be it

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America create, maintain and distribute a union label under such terms, conditions and circumstances as it may deem just and proper for the better protection of the members of the International and for the maintenance of better labor standards generally throughout the United States.

D. F. Gibson, president, Local No. 868, Reedsburg, Wis.; August E. Borchard, president, Local No.

920, Waupun, Wis.; A. C. Moldenhauer, president, Local No. 887, Berlin, Wis.

Your committee recommends reference of this resolution to the General Executive Board for consideration.

The recommendation of the committee was adopted.

RESOLUTION No. C-32

Term of Office of Secretary-Treasurers and Business Agents

Whereas, The conditions existing in the country today are such that the labor movement is confronted, as never before, with dangers from all sides, in the form of subversive activities and Communistic tendencies; and

Whereas, To our great regret, we have among us, as have all other labor organizations, those who would put their personal ambitions before the welfare of the membership, and to that end would promote dissension and confusion within the ranks in an attempt to discredit the efforts of the representatives charged with the duty of transacting their business; and

Whereas, The paid officers and representatives of the Local Unions are, because their work keeps them constantly in close contact with the working members, peculiarly subject to malicious abuse and unjust treatment; and

Whereas, It is only right and fair that the employed representatives of a Local Union should enjoy the same degree of security in their employment as is enjoyed by those whom they represent: Therefore be it

Resolved, That the Constitution of the International Brotherhood be amended to provide that:

Sec. 96. Secretary-Treasurers and Business Agents shall be elected by the Local Union, subject to the approval of the International Union, and shall hold office until removed for cause.

The Business Agents shall work under the direct supervision of the International representative in the district in which the Local Union is situated.

Secretary-Treasurers and Business Agents may not be removed from office except on charges duly made to the International Union, and after a trial, and with the approval of the International Union.

John V. Jenkins, Local 496; E. A. Clampit, Local 404; Edward P. Reardon, Local 831; Benjamin

E. Naylor, Local 404; Charles A. Armstrong, Local 82; C. G. Fitzpatrick, Local 170; Wilfred Clouatre, Local 443; Timothy M. Collins, Local 677; Edwin W. Rice, Local 671; Herbert A. Miller, Local 559; Frank Bausola, Local 559; Bernard Gallipo, Local 251; Allen P. Nickerson, Local 653; Michael J. Sullivan, Local 68; Henry E. Kelleher, Local 995; Charles J. Murphy, Local 379; Albert W. Fuchs, Local 646; Emile Plaisance, Local 633; A. Pearlstein, Local 259; John J. Duffy, Local 68; John J. Del Monte, Local 379; John J. Buckley, Local 25; Augustine F. Walsh, Local 494; Anthony M. Morris, Local 526; Henry Cassamas, Local 251; Augustine E. Eagan, Local 25; M. H. Nicols, Local 670; B. Showler, Local 464; A. MacArthur, Local 647; H. Janes, Local 189; H. J. Ashbee, Local 31; R. McCulloch, Local 464; Charles A. Burns, Local 379; James P. McCarthy, Local 829; Arthur Edwards, Local 292; Allan R. Wheeler, Local 506; O. C. Skelton, Local 229; F. J. Keldorf, Local 645; George H. Streeter, Local 645; Milton McDonald, Local 443; R. A. McGarry, Local 251; Max Leibler, Local 584; Nate Hurwitz, Local 168; W. C. McCann, Local 202; Matthew A. Dunn, Local 380; Mathew Maloney, Local 380; Clarence E. Gendron, Local 437; Chas. Bunker, Local 20; Franz F. Berlacher, Local 361.

Secretary Lyons: This subject matter was taken care of in the new Constitution and no further action is required.

President Tobin: Any objections to the report of the committee? Hearing none, the report of the committee becomes the action of the convention and it is so ordered.

RESOLUTION No. C-33

Term of Office of Local Officers

Whereas, It is common knowledge that yearly elections in Local Unions, when contests for local officers take place, usually throws the membership of the union into a political turmoil for a period of several months, to the extent that very often the normal business of the Local is suspended during that time; and

Whereas, Issues raised in election periods often are of such nature that they have nothing to do with programs or policies aimed at improving the position of the union or its membership, but are issues raised solely for the purpose of furthering the personal ambition of individuals and groups in the Local seeking office for selfish reasons; and

Whereas, It has been noted that during election campaigns conducted by unprincipled and self-seeking people the bulk of the union membership composed of honest trade unionists having the welfare of the Local at heart often absent themselves from union meetings during this period rather than listen to campaign speeches and personal tirades which are far removed from the sphere of union business; and

Whereas, The lengthening of the term of elective officers in the Local Union would not only help to alleviate unsound and unconstructive criticism and abolish the unnecessary political "plays," but it should also increase attendance at Local Union meetings, due to having constructive discussion: Therefore be it

Resolved, That all officers of the Local Unions be elected for a period of three (3) years. However, they to be removed from office for causes as is set forth in the International By-Laws; and be it further

Resolved, That the words "their election" in Section 96, Paragraph 3, Line 3, be stricken and the words "three (3) years" be inserted, so as to read: All officers shall serve for the period of three (3) years unless removed for incompetence, neglect of duty, or dishonesty; and be it further

Resolved, That any word or words inconsistent thereto be corrected to comply with this new change in the By-Laws.

Introduced by: L. Clair Johnson, Laundry Drivers Union, Local 131; Martin Rasmussen, Milk Drivers Union, Local 471; Thos. Ammerman, Milk Drivers Union, Local 471; M. B. Dunne, General Drivers Union, Local 544.

Secretary Lyons: This matter has been taken care of under the new constitution and no further action is required.

President Tobin: Any objections to the report of the committee? Hearing none, the report is adopted and becomes the action of the convention.

RESOLUTION No. C-34

Amendment to Section 81, International Constitution

Whereas, Individuals appealing from Local Unions to the Joint Council after having been tried for some offense are now greatly increasing in number; and

Whereas, Most every individual that has been found guilty of some offense by his Local Union appeals to the Joint Council; and

Whereas, As most Councils meet only once a month; and

Whereas, There is ever so much business to be taken care of at these monthly meetings, and when an appeal is to be heard nothing else can be considered at that particular meeting as most cases require nearly most of the time: Therefore, be it

Resolved, That Section 81 of the International Constitution and By-Laws be amended so that the Executive Board of the Joint Council or a committee appointed by the Joint Council may hear all cases appealed from Local Unions, and to try individual cases which Local Unions refuse or neglect to try: Therefore, be it further

Resolved, That the sixth paragraph of Section 81 be amended to read as follows:

"Joint Councils shall have full power to adjust all questions of jurisdiction between Local Unions, subject to the approval of the General Executive Board to try cases against Local Unions. The Joint Council, Joint Council Executive Board, or a committee appointed by the Council shall have full power to try cases appealing from Local Unions, and to try individual cases which Local Unions refuse or neglect to try."

ALBERT DIETRICH, President,
Local Union 205,
Pittsburgh, Pa.

Secretary Lyons: The subject matter of this resolution is now taken care of under the new constitution. No further action is required.

President Tobin: Any objections to the report of the committee? Hearing none, the report of the committee becomes the official action of the convention.

RESOLUTION No. C-35

Amendment to Section 91, International Constitution

Whereas, Section 91 of the Constitution of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America does not state definitely the status of a member who has been fined, suspended or expelled according to this section; and

Whereas Section 91 has been misinterpreted and ruled upon contrary to the best interests of Local Unions and the International Union: Therefore, be it

Resolved, That a paragraph be added to Section 91 to read:

"If found guilty, the member may appeal to the Joint Council, but pending the appeal the verdict is binding."

Respectfully submitted,

ROGER WILLIAMS, Recording Secretary,
Local Union 205,
Pittsburgh, Pa.

Secretary Lyons: This matter is covered in the new constitution and no further action is necessary.

President Tobin: Any objections to the report of the committee? Hearing none, the report of the committee becomes the official action of the convention.

RESOLUTION No. C-36

Amendment to Section 84, International Constitution

Whereas, Most Local Unions now have closed shop agreements and try to put their unemployed members to work before any new members are taken in; and

Whereas, An individual can join a Local Union as a subterfuge and then be eligible to transfer to another Local where they can not otherwise obtain membership because that Local is trying to protect its unemployed members; and

Whereas, A Local Union should have the privilege of placing its own members to work in positions under its jurisdiction before any transfers are accepted: Therefore, be it

Resolved, That a sentence be added to Section 84 of the International constitution to read:

"However, every Local Union shall have the right to

fill all vacancies under its jurisdiction with its own members before any transfer cards are accepted.

Fraternally submitted,

CHARLES DERENZO, Secretary-Treasurer,
Local Union 205,
Pittsburgh, Pa.

Secretary Lyons: This matter is now taken care of in the new constitution and no further action is required.

President Tobin: If there are no objections to the report of the committee, it is adopted and will become the official action of the convention. So ordered.

RESOLUTION No. C-37

Amendment to Sections 45 and 46, International Constitution

We submit the following proposed amendment, Page 23, Section 45, Paragraph 2, reading:

All members shall be entitled to an appeal against the findings of the Local Executive Board to the Local Joint Executive Council where one may exist provided said appeal is made within sixty days after the findings of the Local Executive Board.

Same pertains to Section 46.

JOHN O'ROURKE, President, Local 282.

MARTIN T. LACEY, Secretary-Treasurer,
Local 817.

Local Unions of Joint Council 16, New York, N. Y.

Secretary Lyons: This matter is now contained in the constitution and no further action is required.

President Tobin: Any objections to the report of the committee? Hearing none, the report of the committee becomes the action of the convention.

RESOLUTION No. C-38

Jurisdiction—Individual Owners

Second paragraph, Section 4, relative to individual owners to be eliminated, and should read as follows:

Inasmuch that individual owner members are not permitted to vote on a strike involving journeymen, or are

they permitted to vote on wages and working conditions of journeymen drivers, chauffeurs or helpers; and

Whereas, Individual owners break down the conditions of union men working for an employer, their hours are unlimited without union wage compensation; be it

Resolved, That no individual owner members of the Union be permitted to drive or help on a truck owned by himself. He shall apply to the Local Union for a withdrawal card, sign a contract with the Union and hire a Union chauffeur who shall work under such Union agreement.

In the event an individual owner drives his own truck, he shall be summoned before his Local Executive Board, who shall resort to the regular suspension or dismissal procedure.

JOHN O'ROURKE, President, Local 282.

MARTIN T. LACEY, Secretary-Treasurer,
Local 817.

Local Unions of Joint Council 16, New York, N. Y.

Secretary Lyons: This matter is now contained in the new constitution and no further action is required.

President Tobin: Any objection to the report of the committee? Hearing none, the report of the committee becomes the action of the convention.

RESOLUTION No. C-39

Eligibility to Office

Resolved, To be eligible for election to any office of Local Union or International Union a member must be in continuous good standing for a period of three years, and a member for at least five years, prior to nomination for said office. This does not apply to newly organized Local Unions excepting as follows: Local Unions organized for less than one year, an individual must be a member and in continuous good standing for at least half of the period of time since Local Union was chartered by International Union. To be eligible to hold office in a Local Union a member must be a citizen of the country in which his Local Union is located.

JOHN O'ROURKE, President, Local 282.

MARTIN T. LACEY, Secretary-Treasurer,
Local 817.

Local Unions of Joint Council 16, New York, N. Y.

Secretary Lyons: That resolution, Mr. President, has been acted upon and is now in the new constitution. Therefore, no further action is required.

President Tobin: Any objection to the report of the committee? Hearing none, the report becomes the action of the convention.

RESOLUTION No. C-40

Subversive Elements

Resolved, That the following resolution be embodied in the Constitution of the International Brotherhood of Teamsters, Chauffeurs, Helpers and Stablemen of America, that from the date of, and following passage of this resolution by the body of the convention, any member belonging to a party or parties whose cardinal principle seeks to overthrow by force the form of Government of the United States of America, be barred from seeing or holding any office in the International Brotherhood of Teamsters, Chauffeurs, Helpers and Stablemen of America, affiliated with the American Federation of Labor, and upon the acquisition of any knowledge of any member holding office who belongs to any party or parties whose fundamental principles are the overthrow of the form of Government of the United States of America, said office shall be declared immediately vacant by the properly constituted procedure followed in the case of dismissal.

JOHN O'ROURKE, President, Local 282.

MARTIN T. LACEY, Secretary-Treasurer,
Local 817.

Local Unions of Joint Council 16, New York, N. Y.

Secretary Lyons: This matter has been acted upon and is now contained in the new constitution. Therefore, no further action is required.

President Tobin: Any objection to the report of the committee? Hearing none, it becomes the action of the convention, and it is so ordered.

RESOLUTION No. C-41

Gasoline Service Station Men

Whereas, The Gasoline Service Station Attendants

are a very important part of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America; and

Whereas, The Gasoline Service Station Attendants are a very delicate group of people to organize; and

Whereas, The total number of organized Service Station Attendants at the present time does not exceed five thousand (5,000) members; and

Whereas, The potential membership throughout the United States is approximately 750,000: Therefore, be it

Resolved, That the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, in convention assembled at Washington, D. C., the 9th day of September, 1940, go on record to select an experienced Service Station organizer to have charge of promoting the organizing of all Service Station Attendants; and be it further

Resolved, That a continuous drive be started at once to organize the unorganized Gasoline Service Station men throughout the United States.

SERVICE STATION ATTENDANTS, Local 972,
Lee Begnel, Sec'y, Bus. Rep.
SERVICE STATION ATTENDANTS, Local 971,
Lester Baum, Sec'y, Bus. Rep.
SERVICE STATION ATTENDANTS, Local 984,
E. J. Gordon, Bus. Rep.

Harry F. Starling, Local 556, San Mateo Co., Calif.; Melroy Horn, Local 618, St. Louis, Mo.; Kenneth B. Flagg, Local 665, San Francisco, Calif.; Gordon Lindsay, Local 44, Seattle, Wash.; A. Moss, Local 665, San Francisco, Calif.; Larry J. Davidson, Local 977, Minneapolis, Minn.; E. D. Quinn, Local 461, Tacoma, Wash.; G. L. Vance, Local 255, Portland, Oreg.; Anthony D. Pascarella, Local 128, Pittsburgh, Pa.; George F. Schmitt, Local 128, Pittsburgh, Pa.; Robert S. Ash, Local 78, Oakland, Calif.

Secretary Lyons: This matter has been acted upon by previous action of the convention.

President Tobin: The committee reports no further action necessary because this has already been acted upon. The report of the committee is the action of the convention, and it is so ordered.

RESOLUTION No. C-42

Citizenship as a Requisite for Membership

Whereas, There prevails at the present time a feeling of precaution and of interest in the safeguarding of the nation, and of the industrial enterprises of the United States of America; and

Whereas, Certain vehicles have been applied to maintain such; and

Whereas, The delegates to this International Union in convention should realize this and act in the best interest of the parent organization: Therefore, be it

Resolved, That those individuals who reside in the United States of America and who seek membership or at present are members of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America shall be citizens of the United States of America: Therefore, be it further

Resolved, That there shall be embodied in the constitution a provision that any resident of the United States of America desiring or holding membership in the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America shall be a citizen of the United States of America.

JOHN M. SULLIVAN, President,
Local Union 25,
Boston, Mass.

MICHAEL O'DONNELL, Sec.-Treas.

Your committee is in complete accord with this resolution. However, we want to be practical in its application. Your committee, therefore, recommends to this convention that from this date forward no person shall be eligible for membership who has not declared his intention to become a citizen or who, having declared his intention, has permitted it to lapse.

Your committee further recommends that every Local Union in this International organization, and every Joint Council, make the issue of citizenship one of the primary objectives of our Unions to the end that at the earliest possible moment, every member within its International Brotherhood shall be a citizen of the United States of America and where he resides in Canada, a citizen of that country, to be eligible for membership in our International Union.

Secretary Lyons moved the adoption of the committee's report.

The motion was seconded and carried.

Committee Chairman Beck: Mr. Chairman, this completes the report of the Committee on Constitution, signed by the committee:

DAVE BECK, General Organizer, Chairman;
THOMAS J. LYONS, Local Union 808, Secretary;
THOMAS P. O'BRIEN, General Organizer;
FRANK BROWN, Local 710;
FRED H. GROTH, Local Union 742;

COMMITTEE ON CONSTITUTION.

Chairman Beck: I move the adoption of the Constitution as a whole, as amended, and the discharge of the committee.

President Tobin: You have heard the motion that we adopt the Constitution as a whole as amended. Are you ready for the question? As many as favor the adoption of the motion will signify by saying aye. Contrary, no.

It is the unanimous vote of the convention and the Constitution is now adopted and will become effective on December 1 of this year.

Again I suggest that you purchase enough Constitutions when they are printed to give one to each one of your members in good standing. They will cost perhaps four or five cents. We get them printed in half million lots. We get them for a low price.

The Constitution is for the education of your members. If your members knew the law you would not have so much trouble. Our Local Unions do not pay enough attention to this. There are very, very many important changes, helpful changes—for instance, this change with regard to the election of local officers. Instead of writing in to me, and asking if you can do this or that, if the members will acquaint themselves with the new Constitution they will save themselves a lot of trouble. And in

addition to saving yourselves the trouble of writing to me you may save yourselves the trouble of litigation.

As you know, we have put a provision in this new Constitution which say that no member shall have recourse to the courts of the land until he has exhausted all the courts within the organization. We have reasons for this provision. We have in recent years encountered conditions and propositions whereby disgruntled members, on the advice of briefless lawyers, as they are called in England, hungry, unemployed attorneys in many instances, have brought suit against the Local Unions for violation of this, that and the other rule, and in some instances the courts have ruled against the Unions.

There is a feeling in the air today that individuals and minority groups have been abused and their rights taken away from them by the majority who are controlled by the officers of Local Unions. I say that feeling seems to be in the air, and courts are willing to listen to that, and they have sided in with these groups and have taken the officers and the Local Unions into court.

My judgment is that that procedure is going to continue. So don't do anything in your Unions that is not covered by your laws.

Now your local laws, in order to be legal, must be approved by two-thirds vote of your membership and then sent for further approval to the International President. Someone may write in to me next October and say, "Mr. President, will you advise us whether or not we can elect our officers for a period of two years or a period of four years, or are we compelled to elect them for five years?" That question should not be necessary if a copy of the Constitution is spread before the members. You have the right, after legally amending your local by-laws, if you have local by-laws, to elect for a period of five years. It is not compulsory to do so if the local desires to do otherwise. Some locals may have it written in their by-laws that elections shall be held annually or

biennially, once every two years, or once every three years. That may be written into their by-laws.

Eighty-five per cent of the Local Unions, especially the new Unions, are electing their officers yearly. Now if they desire to change from a yearly term to a two-year term or a four-year term or a five-year term, they will have to amend that by-law if they have such a by-law. If not, they will have to do it by placing a motion on the books of their Local Union and giving their members sufficient notice of such motion. If they have a by-law and after going through the procedure of a two-thirds vote to amend that law, which is required to amend the International Constitution here, then they send it to headquarters for approval when such two-thirds vote has obtained in Local Union.

We usually approve by-laws unless they are in direct conflict with the International laws. If you don't do that and you hold an election and you just simply make a motion the Sunday before election, when you have been holding yearly elections or biennial elections, if you just get up and say, "Mr. Chairman, I move that we elect our officers for five years," that is absolutely unconstitutional, and if you are taken into court the courts will rule against you. But if you proceed according to the law and you are taken into court, ninety-nine times out a hundred the courts will sustain your action, because it is based on your laws, even though the court does not like your laws.

Consequently, I want you to save yourselves a lot of trouble and expense and save the National Office from answering unnecessary questions. Read over the new Constitution. Watch the amendments.

We are living in a very dangerous period of technical interpretations against our Unions. More and more we are going to be subject to scrutiny of our actions. When we were not a power that was not necessary. The local authorities and the Employers Associations did not need to worry and did not watch us. Ninety-nine per cent of

our people try to live to the law. They sometimes make mistakes by not understanding the law.

But the greater power you become, the greater your influence, the more you will be subject to legal scrutiny, and the other side is always on the battlefield looking for a chance, with legal interpretations of the law, to have those laws interpreted against you.

Therefore, watch yourselves. Amend your local by-laws in accordance with this Constitution. Spread your Constitution among your members and conduct your affairs in accordance with the national laws and the laws of the land, and you don't need to have any fear.

I desire to express to this hard-working, intelligent Committee on Constitution the thanks and appreciation of the convention, and in your behalf I extend to the membership of the Committee on Constitution your thanks and your appreciation for the service they have rendered this convention in revising and analyzing, arguing, defending, deleting and constructing what I think is about the finest Constitution of any International Union in America, and, I am satisfied, the very best Constitution that this International Union ever enjoyed.

President Tobin: The Chair recognizes Organizer Tom O'Brien.

Rate of Pay on Army and Navy Projects

Organizer O'Brien: Mr. Chairman and delegates to the convention, at this time I want to make an announcement in connection with building construction work being performed on Army and Navy projects. Heretofore we have had much difficulty in having arranged the prevailing rate of pay covering men employed at our craft. Many complaints have been received at Indianapolis and have been transmitted here to Washington and many visits made. Last week, in a conference of General Presidents of International Unions of all building construction trades with the National Building Trades Department and the United States Department of Labor, an arrangement was finally arrived at by which

on all of these projects, Army and Navy, we will be given one week from the date of bids being collected and before the letting of contracts for the purpose of filing rates of pay in the various districts.

We have no way of knowing what the rates of pay will be in the various localities. We will not have very much time to act, since there is only an allowance of one week in order to establish the prevailing rate upon those projects. Therefore, in order to have that information we believe that all of our Local Unions who are interested in and who have contracts with building construction operators should file those contracts immediately at our office here in Washington, so that we will have that information and it will not be necessary for us to lose three or four days or maybe longer by requesting the information and getting it through the mails.

In addition to your Local Unions filing those contracts we have no way of knowing when you will change your contracts through negotiations, and we request that you keep us advised immediately on any changes in your contracts as they occur, so that we will have the actual, up-to-the-minute information on your contracts in your respective localities and we will be in a position to transmit that information immediately upon request.

President Tobin: You have heard the request and the instructions of Organizer O'Brien, and I hope you will try to help him out here in Washington. It is very difficult, with all of these governmental tribunals, for us to keep up with the race, trying to keep things adjusted and maintain our wages. We are doing the very best we can. There are a lot of things we can't do, but if you will help Brother O'Brien and the others in the office here you will be helping yourself at the same time.

Delegate Considine, Local 33: Mr. President, I spoke to Brother Hughes and Judge Padway about the use of the word "City of Washington" in our proceedings, when legally the phrase is "District of Columbia." It may not mean a thing.

President Tobin: There are a lot of people who do

our people try to live to the law. They sometimes make mistakes by not understanding the law.

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Delegate Considine, Local 33: Mr. President, I spoke to Brother Hughes and Judge Padway about the use of the word "City of Washington" in our proceedings, when legally the phrase is "District of Columbia." It may not mean a thing.

President Tobin: There are a lot of people who do

not know what the District of Columbia is, but they know what the City of Washington is.

Delegate Considine: I am speaking of the strict legality of the thing.

President Tobin: I think our people will more fully appreciate the word "Washington," the capital of the greatest nation in the world.

Tribute to Deceased Members

President Tobin: Vice President McLaughlin desires to make a statement.

Vice President McLaughlin: Before adjourning this convention I believe it would be only right and proper that out of respect to the memory of our departed brothers, naming Michael Casey, George Kidd, and Ed H. Meyers, of our International Union, all of the officers and members of Local Unions throughout the country, this convention should stand in silence in respect to their memory. I so move.

The motion was seconded.

President Tobin: The motion is that all members stand in silence and in reverence for a moment or two in honor and in respect of the officers and members who have been called to the Great Beyond since our last convention.

The delegates adopted the motion by rising and standing in silence for one minute.

President Tobin: Before I proceed to install the newly elected Vice Presidents, is there any delegate in the hall or any committee chairman who has anything that could legally be brought before this convention at this time, in accordance with our rules?

Vote of Thanks

Delegate Nelson, Local 734: Mr. Chairman, I think it is fitting that we thank the delegates of Washington for the wonderful time they have shown us, and we want to thank you for your fairness in wielding the gavel.

The motion was seconded.

President Tobin: The motion is that this convention express its gratefulness and appreciation to the local committee in charge of the affairs of the convention, who so generously gave of their time and their efforts at great sacrifice and considerable expense to the locals and to the members, not only since you arrived in the city, but for the past year and a half or two years, during which time they have been making preparations for this great convention.

Those in favor of the motion to extend to that committee and to the locals in the district that participated and helped will express themselves by rising.

The delegates rose and applauded.

President Tobin: Brother Lester will convey to his associates and to the membership of the Local Unions in this vicinity the action of this convention, which speaks louder than words or written documents.

Delegate Bob Lester, Local 33: Mr. Chairman, for the sake of the record I would like to make one correction, that all of the entertainment was from Washington.

Federal Charters for Warehousemen

Delegate White, Local 860: I desire at this time to bring something before the convention, and if possible give instructions to the delegates from this International Union to the American Federation of Labor Convention in New Orleans. We have received information from Jacksonville, Fla.; from Atlanta, Ga., and other points in the South that right at this moment, when the title of this International Union has been changed to include the word "warehousemen" clearly defining our jurisdiction over that branch of the industry, that the American Federation of Labor has paid organizers, particularly in the cities I have mentioned, for the purpose of organizing warehousemen under Federal charters.

I desire if it is possible to have the delegates of my International Union instructed to go to the American

Federation of Labor and demand from them that our jurisdiction not be touched, and that all of those people now under Federal charters affiliated with the American Federation of Labor be turned over to this International Union, where they properly belong.

President Tobin: We have been making that request with some success on President Green and the Executive Council. If there are no objections I will request Brother Gillespie to send a communication to President Green, as I will be pretty busy myself after I leave here, advising him of the express intention of this convention, advising that this convention now having had jurisdiction over warehousemen for two or three years and having now added that branch of our trade to our title, that any organizer of the American Federation of Labor attempting to organize them without turning them over to us is violating our jurisdiction rights. Brother Gillespie will pay strict attention to the action and the expression of this convention.

Message to Organizer H. W. Dail

Delegate Dexter L. Lewis, Local 208: At this time I would like to move that the Secretary of the International Union be instructed to address a letter to our Organizer, H. W. Dail, in Southern California, expressing the regret of the convention because of his inability to be here and further expressing the hope of the convention for his rapid recovery.

The motion was seconded and carried by unanimous vote.

Secretary Hughes: That was done three days ago.

Thanks from the Warehousemen

Delegate Simmer, Local 503, St. Paul: After conference with several of the warehousemen representatives in this convention, in behalf of all warehousemen who are members of the International Union, we wish to express our thanks to you fellow Teamsters for accepting

us into your organization and including our organization in your title. We will do our best to be an asset to the organization.

Appreciation of Constitution Hall

President Tobin: Pretty soon we shall be closing this convention. I should like to have a motion made covering an expression of appreciation from the convention to the superintendent of this beautiful building, this great monument to the heroes who fought and died to leave our country free in the Revolution.

I would like to have an expression of thankfulness to the management for the many courtesies and the consideration they gave us, and to the attendants for the manner in which they took care of all our wants and desires. It is true we are paying for the hall, but we are one of the few organizations of labor who have been given the use of this, the only hall we could have met in in the City of Washington.

Delegate Devery, Local 807, New York: I move, Mr. Chairman, that our General President draft a letter to be sent to the Daughters of the American Revolution expressing our appreciation for the use of this wonderful hall and for the courtesies extended by the superintendent and the attendants.

Delegate Skelton, Local 229: I only have this to offer, and I am only sorry that all of the delegates were not here. I say this in respect to the truck drivers of this nation, those "tough people," and I ask you if you heard any vile or vulgar language used? Are we befitting the people we represent, the truck drivers of this nation?

Delegate Considine, Local 33: For the benefit of the delegates, let me say that I was speaking to a police captain in front of the convention hall yesterday evening. I asked him if he had any trouble and he said no, that the convention had been particularly quiet and the conduct of the delegates was a credit to any organization. I want to place that on record.

The motion offered by Delegate Devery was seconded and carried by unanimous vote.

President Tobin: Your instructions will be carried out.

Appreciation to City Commissioners and Police Force

Delegate Galatas, Local 586: I move that the General Secretary be instructed to send a letter to the city Commissioners of Washington, and to the police force thanking them for their courtesies during the convention.

The motion was seconded and carried by unanimous vote.

President Tobin: I might add here—and I don't want any motion on it—that the management of the hotel waited on me at noon time and particularly emphasized their great pleasure at having you as their guests and their deep regret that you are going so soon—the management of this luxurious, beautiful hotel.

Installation of Newly Elected Officers

It is not necessary to install the officers who are still in office. They have taken their office before, but the newly elected officers must be installed as the last official act of the convention. One of our Vice Presidents came out of bed yesterday to attend the meeting last night. He has been sick since he came here, a very unpleasant sickness affecting his heart somewhat. If you have no objections I will install Brother Crumback at my first opportunity, if not before, at the first meeting of our General Executive Board.

I will now proceed to install Eighth Vice President Dave Beck.

Dave Beck, of Seattle, Wash., was duly installed as Eighth Vice President.

President Tobin: Now, brothers, this closes the official work of the convention, and in a few moments we will be adjourning, disbanding, going to our respective homes,

carrying with us the impressions we have obtained from being here during the past week.

No general in the Army can function without the assistance of the men of the line. No General President can be successful without your aid and cooperation. Within the next five years the history of the world may be re-written. Our Union may be destroyed, as has been the case in nearly every country in the world. Or, on the contrary, with your efforts, with your undivided and unselfish attention to your work, our Union may be stronger than it is today.

But one thing is certain, one thing alone is certain, that some of us who are here will not attend the next convention, as has been so depressingly stated by Brother McLaughlin in his motion a few moments ago about our departed brothers. But to those who are here and who will attend the next convention and to those who follow after us, we are handing over an organization unequalled in its character and in its usefulness, unequalled in its achievements, unequalled in the history of this or any other country.

If I have made any mistakes in my rulings here they were not intentional. If I have made any decisions that were displeasing to you, they were not intentional, they were made in accordance with the laws governing our Union, as I have carefully studied and administered those laws.

I ask you to take with you a sympathetic understanding of the positions we in the International Office occupy and of the unpleasant duties that we sometimes have to perform, in accordance with our oath of office to this International Union, and in your greatness of heart, be as generous as you can with us, even when we displease you.

I ask you to give me or my assistants and the General Executive Board, or those who may succeed me, that same unselfish, generous, whole-hearted support for the next five years that you have given me during the past

thirty-three years during which time it has been a distinguished honor to represent you.

I now declare this the greatest convention the International Union has ever held—this most memorable convention of this class of workers who were despised and degraded and dishonored, and cruelly abused before they began to organize, this convention that has raised up through its membership those who are affiliated with it, men who were worse than slaves, to positions of honor and usefulness in the community, this convention that has been distinctly honored by the Chief Magistrate of the nation, the President of the United States addressing it, I now want to say to you that I call this convention to an end, hoping and trusting and praying and beseeching that Unseen Power that protects all to support us and help us and to bring all of us together when our next convention meets in Los Angeles in 1945.

I now declare this convention adjourned.

Whereupon, at 5:25 o'clock P. M. Saturday, September 14, 1940, the Fourteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America was adjourned.

DANIEL J. TOBIN, President.

THOMAS L. HUGHES, Secretary-Treasurer.

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